

CAUT Bulletin

Canadian Association of University Teachers

ACPU L'Association canadienne des professeurs d'université

December 1977
décembre 1977
Volume 25, Number 6
tome 25, numéro 6

The CAUT and you

To many Canadian academics, CAUT is synonymous with the CAUT Bulletin — which some receive sporadically, and with the Academic Freedom and Tenure Committee — with which most hope they will not come in close contact. CAUT has always touched the professional lives of individual professors primarily through the Bulletin and through CAUT's dedication to the freedom necessary to pursue academic excellence. But much of the work of CAUT is performed indirectly, on behalf of the individual member as part of the academic community, by action at the national level or through the local association. Direct and tangible services to individual academics (Bulletin, tax guide, group insurance, group flights, investigation of AF&T cases) are far outweighed by the indirect services provided, services about which the individual member may not be fully aware and which are, to that extent, invisible services. Hence, it is not surprising that the question of what precisely it is that CAUT does should be raised from time to time. And it is necessary and salutary that we should remind ourselves from time to time of what we are doing and why, since, in our association as within our universities, there is always the danger of becoming isolated within one's own bailiwick.

Academic Freedom and Tenure

The senior committee of CAUT provides Canadian academics with individual and collective protection. Much of the leverage possessed by local associations in handling grievances is created by the tacit threat of the intervention of the national body. The committee also drafts policy statements and guidelines, providing advice to Board and Council on policies and practices which may infringe on academic freedom, thereby helping to resist the initiation or entrenchment of unacceptable practices in hiring, promotion, tenure, grievance procedures, and so forth. Recent initiatives have been made in the policy areas of instigating openness in assessment, resisting tenure quotas and developing guidelines to deal with financial exigency and to counter the exploitation of part-time and sessional teachers. And throughout the year, the committee maintains a heavy caseload of individual grievances, intervening on behalf of individuals where necessary. Individual cases are, of course, handled confidentially, and solutions are achieved, where possible, without publicity. Publicity is generally sought only as a last resort; and perhaps the success of this committee is to be judged by how little, rather than how

In a wide-ranging look at CAUT activities, the Association president, Gordon Jones, examines CAUT committee functions, concentrates on the Association's past performance and offers his views on possible new direction for the future.

much, the average CAUT member knows of its day-to-day operations.

Status of Women Academics

This committee reports on discrimination against women faculty and recommends necessary changes in policy or practice to Board and Council. This has involved salary anomalies, discrimination in fringe benefits, maternity leave, and discrimination against wives with qualifications suitable for faculty members. Liaison is maintained with the other major committees, especially AF&T and Economic Benefits (the focus of the latter this year being salary discrimination). The committee maintains liaison with corresponding members on each campus and organises regional meetings of corresponding members from time to time. In periods of economic restraint and of stable or falling enrolment, it is particularly important to ensure that gains that have been made over the past years for women academics are not surrendered, and that the whole academic community be vigilant lest women academics be used, as they have been in the past, as the expendable buffer sector cushioning the rest

of the university from vagaries in funding or enrolment from year to year. Last year CAUT submitted a brief and appeared before the parliamentary committee which dealt with the federal human rights legislation. Similar action is being undertaken by OCUFA and CAUT with regard to the revisions of the Ontario legislation on human rights.

Librarians Committee

This committee has been working on problems connected with the integration of professional librarians within CAUT, with the establishment of ranks, duties and responsibilities within their universities comparable to those of faculty members, and with establishing comparable salary structures. This committee also liaises with The Canadian Association of College and University Librarians (CACUL). In part, through the initiatives of this committee, most faculty associations in Canada now include professional librarians in their membership, though there are several large associations in central Canada in which librarians are not yet eligible for full membership. At a time when governments and Boards are looking

sceptically at budget allocations, a common front at the local as well as the national level between educational professionals is surely appropriate and in the best interests of the institution.

Collective Bargaining

This committee prepares policy statements, guidelines, and model clauses for use primarily in collective agreements, though there are many interactions between this committee's work and that of the AF&T Committee on the one hand and of the Economic Benefits Committee on the other. Even for universities without collective agreements, benefits gained through the expertise of this committee are of considerable value in the drafting of model clauses on discrimination, irregular appointments, appeals procedures, and so forth. The committee organises seminars on collective bargaining in the university context, and, when called upon by local associations, aids and advises in organising for collective bargaining, negotiating first contracts, and drafting collective agreements.

The following members of CAUT bargain collectively outside of the Labour Code: Alberta, UBC, Calgary, Toronto, UPEI.

The following members of CAUT bargain collectively under the Labour Code: Acadia, Cape Breton, Saint Mary's, St. Thomas, Moncton, Laval, Montreal, Sherbrooke, Carleton, Ottawa, York, Windsor, Algoma, Manitoba, Regina, Saskatchewan and Nelson. (Applications are pending at Brandon and New Brunswick).

Even for associations which do not envisage labour-code bargaining, the availability of the option (and of the national expertise to expedite it) is of paramount importance in maintaining the plausibility of the local association if its legitimacy is challenged. The legislative denial of this option to faculty associations in British Columbia (Bill 91) and Alberta (Bill 41) is of grave concern.

Economic Benefits

Being ladies and gentlemen as well as scholars, we are sometimes inclined to be a little squeamish about money. But concern to maintain the financial status of our profession is not simply self-interested. Unless an adequate level of salary and benefits can be assured, we cannot expect to attract the best young people into university teaching and research. So we should try to avoid thinking that it is in some way cheating to get paid for doing something we enjoy doing. The effect of that habit of mind, unfortunately, is to cheat the next generation of scholars of their due reward.

This committee and the research of-

Cont'd on p.2

Review of CAUT Services

And Ad Hoc Committee has been charged with the task of examining the structures, functioning and the delivery of services of the CAUT. The Committee is to report to the Board and Council in the Spring of 1978. All interested persons are invited to make written submissions to the Committee (c/o Ottawa Office) as soon as possible, but in any case no later than December 23, 1977. Although comments and proposals are welcome on any matter which falls within the Committee's general mandate, the Committee has formulated the following questions to which submissions should relate:

- 1) Does the CAUT require a tri-cameral system of governance (Council, Board, Executive)? If so, what should the relationship between the three bodies be? If not, what structures might replace those currently established by the Constitution.
- 2) What should the procedures be in the future for determining the priorities of the CAUT?
- 3) What is the appropriate balance between volunteer participation and staff members in the determination and execution of policy and in the delivery of CAUT services?
- 4) What should be the nature (size, scope, composition) and role of CAUT Committees?

For the Ad Hoc Committee: Roger Crowther (Saint Mary's)
Larry Eberlein (Alberta)
Jill Vickers (Carleton)

ficer connected with it (in conjunction with OCUFA in some instances) maintains a national salary data bank for professors and related occupations; prepares an annual survey on the economic status of the profession advises local associations on sabbatical leave policy, pensions, health insurance, fringe benefits, AIB regulations; prepares an annual income tax guide; and provides group insurance to individual members. The committee also conducts regional seminars on economic benefits, drafts policy statements, and provides advice in such areas as market differentials and sexual discrimination in salaries.

The material generated by this committee is predominantly technical in nature, so that its usefulness to local associations is heavily dependent on the capacity of the local association to interpret and apply the data locally.

It is likely that professional officers involved in the areas of collective bargaining and economic benefits will collaborate increasingly in future, co-ordinating experience on pensions, health schemes, salaries, and other relevant matters, in both certified and non-certified contexts, in order to decrease discrepancies in economic status based on size, location, bargaining status, and so on.

Retired Professors

This committee has compiled a register of retired professors in order to permit continuing contact between them and CAUT. This committee will also conduct a survey of the economic status of retired professors, and will

investigate such matters as pension difficulties, the continuation of academic interests, and part-time employment. This committee has received federal funding for a New Horizons project in the compilation of its initial report.

The impact of inflation on present and future pensions is extremely disturbing; and while the future viability of pension funds falls within the realm of the Economic Benefits Committee, the status of current pensioners is a separate issue. How many faculty associations and faculty clubs make explicit provisions for retired professors? In how many universities is there a means for retired professors to maintain a connection with the academic community? How many universities feel responsible for the ever-diminishing real value of the pensions of their pensioners of longest standing?

Publications

This committee oversees the publication and circulation of the CAUT Bulletin and also has general responsibility for the CAUT Monograph series, edited by Prof. Naomi Griffiths. The first of the series is in print (Vickers & Adams, *But Can You Type?*), the second is in press (Knapper *et al.*, *If Teaching is Important*). Others are planned—on the history of CAUT, and on collective bargaining in Canadian universities.

The general area of communications—informing ourselves as well as others—is crucial to organisational morale and efficiency. Internally, we need to tell each other what we are doing at all

Cont'd on p. 3

NOTICE

Information on CAUT Sabbatical Flights is available directly from:

Finlay Travel Ltd.
Toronto Dominion Bank Tower
P.O. Box 83

Toronto, Ontario M5K 1G8

The full flight programme, including departure and return dates and prices was published in the October issue of the CAUT Bulletin.

NOTICE

Associate Membership

The motion printed below was passed by the CAUT Council in May 1977. The motion refers to by-laws regulating membership in the CAUT. In particular, it sets out and clarifies the various categories of CAUT Associate Members.

Section III - Membership

3.2 b) ii): Associate members: Persons who are (a) university teachers on the faculty of a university or college where there is no member faculty association; (b) retired university teachers; (c) former university teachers who maintain uninterrupted membership in CAUT when they cease to hold university appointments; (d) associate members of organizational or associate organizational member faculty associations or unions; (e) university teachers excluded from membership in a bargaining unit during a period of service as academic administrators and who apply for membership in CAUT (f) university teachers in other countries who are members of their national faculty association; (g) professors visiting from a foreign country; and (h) such other associate members as Board may approve may be admitted to association membership as provided for in Section 4.4 on these by-laws.

(amendment constitutes the italicised section)

3.2 b) iv):

(addition) An individual who is a member of a member faculty association may resign from Affiliated Membership in the Association by giving notice in writing to the Executive Secretary of an objection to such membership.

1976

Letters Lettres

Positive discrimination humbug

Sir,

I am puzzled by the terms in which the Chairman of the Department of Native Studies at Trent University defends his hiring policy. Presumably the Department wishes to appoint the most suitable person; and if this is indeed the policy followed there need be no discrimination. If a "Native" is then chosen, it will be because he has "a greater cultural sensitivity to Native cultural realities" than any of the other candidates, and not simply on account of his being a member of a particular group. If it is simply "assumed" that membership in a particular group automatically confers that "superior sensitivity", as seems to be implied by the terms of Professor Couture's letter, then there is every possibility both of injustice

and of the making of a poor appointment.

I am also puzzled by the expression "positive discrimination." What does Professor Couture mean by this? In any discrimination in favour of a person or group there must also be discrimination against some person or group, so that discrimination can never be purely positive. It must be at the same time both positive and negative. The use of the term "positive discrimination" in short looks suspiciously like humbug, designed to gloss over the moral discomfort caused by any act of discrimination on racial grounds.

G.H. Durrant

Dept. of English
University of British Columbia

No "publish or perish" syndrome?

Sir:

"Junius" (Vol. 26, No. 4, p.2) was not amused by "Al Fresco". I am not convinced by "Junius". Without subscribing to an "anti-work ethic", I would like to contest three of his four points.

1. "There is no such thing as 'Publish or Perish'." Well no, not if we take "perish" literally, but who ever did? The unmemorable phrase "publish or fail to receive promotion and / or a salary increment that keeps pace with the cost of living" seems to be true more often than not, and is, I believe, what is meant (leaving aside the whole question of acquiring tenure).

2. "Publishing articles is no guarantee of survival in academia." This statement is based largely on the assumption that promotion depends entirely on quality of publications, at least in "serious" departments. My

observations tend to show that quantity is vital, in that promotion is hardly ever refused in the face of a well-padded c.v., and hardly ever granted on the strength of one or two articles, however good. Junius will no doubt feel that I have never seen a serious department.

3. Research can be fun (my summary): agreed.

4. "Those of us who publish have no quarrel with those who do not." Insisting that those who "do not" (some of whom do other things of value) be denied promotion and a share of "merit" increases qualifies as quarrelsome with me, and I have seen this attitude in a great many colleagues who "do", including some who are quite human in other respects.

I hope you will permit me, Sir, to continue the pseudonym game.

The Little Engine That Wouldn't

For the sake of clarity

I would like to clarify a couple of points in my article "C.A.U.T. / C.A.C.U.L. Document at Laurentian".

First, after editing, the section dealing with the submission of the librarians' settlement to the A.I.B. conveyed the impression that librarians were grouped with teaching faculty for A.I.B. purposes alone. I would like to make clear that at Laurentian, librarians have been reclassified as faculty members for all purposes.

Second, in distinguishing between the time that teaching faculty and librarians are locked into a structured work situation — for teaching faculty, 9 contact hours per week over 8 months; for librarians, 34 hours a week over 8 months — I may have created the impression that at Laurentian, teaching faculty have an easy life in comparison to librarians.

Such of course was not my intention, for I am well aware that the best teaching faculty, like the best librarians, spend many hours preparing for their job, as well as contributing to the university in other ways, such as through committee

work.

Had I been allowed a longer word limit in the original article, I would have pointed out that according to University regulations, all members of faculty are allowed one month's paid holiday, and that some members take considerably less. I would also have suggested that the significance of the difference in work schedules, at least for librarians, is simply that they have less opportunity to conduct research during the years they are not on paid sabbatical. Since, as a result of their new faculty status, published research in refereed journals is a requirement for promotion, then, clearly, librarians operate under a handicap.

At the moment, the solution to this problem is by no means clear. Nonetheless, I am confident that in due course, the Faculty Association, in co-operation with the University Administration, will be able to resolve the difficulty.

Ashley Thomson

Information Officer,
Laurentian University
Faculty Association.

CORRECTION

The September 1977 issue of the CAUT Bulletin, as part of a report on censured universities, carried a short reference to the CAUT censure of the University of Moncton, where it was reported that "a professor was dismissed after Francophone students complained about his teaching and his

ability to speak French..." In fact the professor was suspended from his teaching duties for other reasons. A full report on the Moncton censure, including the Academic Freedom and Tenure Committee report, is available in the September 1976 issue of the CAUT Bulletin, pp. 34-35.

THE CAUT...from 2

levels and in all parts of the country. CAUT has had some problems of late with the production and distribution of our major means of communication, the CAUT Bulletin. In response to budgetary pressures, we tried to cut corners on the membership lists, the mailing system, and the production of the Bulletin, with sorry results in terms of late delivery and non-arrival. The problems now appear to have been solved; but it is worth noting that an organisation that is constantly under pressure to economise is likely to have its efficiency impaired by the need for cheeseparing.

Externally, we need to remind governments and the public that education is of fundamental, not accidental, importance to our society. If academics cannot or will not do this, we should not be surprised when universities are placed lower on the list of governmental funding priorities than we would wish. We are surely professionally committed to the concept of an informed public; and it is an informed public that is, in the long run, the best protector of society's institutions. We should shrink from hucksterism, certainly, but shouldn't we be informing the public about our concerns locally, provincially, nationally?

Relations with Governments

This committee advises on policy and lobbying with respect to governmental action affecting universities directly and indirectly. There has been a great deal of action in this area in the past year. In the spring of 1977, our lobbying the federal government on research funding as part of a consortium (CAUT, CAGS, CFBS, SSFC, HRC, CAURA, CCCC—ably spearheaded by John Cowan, CFBS/Ottawa) resulted in an increase in the funds available to MRC and NRC. This work continues with the object of restoring the purchasing power of the grants of all the research councils and of providing reasonable long-term planning. Lobbying on proposed changes (now effected) in the Fiscal Arrangements Act, whereby tax and cash transfers are made to the provinces for post-secondary education, was less successful. Our position was that, in order to promote equality of opportunity, Canada has a responsibility to ensure that provinces with smaller tax bases are not adversely affected by changes in the formula for educational funding.

Current initiatives in conjunction with the consortium are the preparation of responses to the federal government's working paper on Patent and Copyright Law revision, drafting a response to the Green Paper on freedom of information, seeking amendments to the Income Tax Act to deal with research expenses more equitably, and attempting to ensure that research funding does not get shortchanged within the joint portfolios of MOSST and Ministry of Public Works.

Lobbying is continuing on immigration and manpower policy, which affects appointments in Canadian universities. Increasingly, civil servants are being given the power to allow or disallow university appointments. Lobbying is also continuing on freedom of information legislation, with CAUT supporting the position of the Canadian Bar Association and the

ACCESS group on the necessity for openness in governmental decision-making.

In June 1977, a CAUT delegation presented CAUT views to the Council of Ministers of Education of Canada (CMEC) on student access and mobility, on our opposition to differential fees for foreign students, on the need to eliminate regional disparity in education, on the need to maintain the traditional research and teaching roles of Canadian universities, while recognising the need to become more sensitive to demands for local and practical application, on the problems of the no-growth university community, and on the need to develop national educational goals. In a number of these areas, CAUT and AUCC are co-operating in developing common positions. The problem of lack of faculty mobility in Canada, for example, is being jointly approached through the development of a faculty exchange scheme, which will be ready for initiation as a pilot project by September 1978, and which will be advertised in CAUT Bulletin and University Affairs. (The program is described elsewhere in this issue.)

More recently (September 1977), CAUT has been involved in mobilising national opinion against BC Bill 91, which denies BC faculty access to the Labour Code in regulating their relations with their universities. Whether one wishes to exercise the option or not, the implications for faculty in BC and elsewhere of being deprived of the right of access to the Labour Code are disturbing, practically as well as theoretically. CAUT has also been instrumental, by pressing the Federal government and by protests to the ILO, in diverting the legislative attempt by the BC government to decertify the faculty union at Notre Dame in Nelson, thereby denying it successor rights.

Financial conclusions

All this activity demands a well organised, responsive and efficient central office staff, which will keep abreast of current developments, analyse information and expedite the application of policy, from Ottawa or in the field. This costs money. So does the self-governance to which we are committed in the academic community. To generate and apply policy for a national organisation, we have to bear the cost of communicating with and bringing together the elected officials of Board, Council and Executive, and of bringing together the members of the major committees on a regular basis if they are to perform their assigned functions. (See appendix 1 for description of CAUT governance). The costs of travel and communication in a country the size of Canada are painful. The costs are significant; but they are trivial in comparison with the benefits.

But the local association, through which most of CAUT's services are provided, must have the capacity to use the services which are made available by the national body, if these services are to be delivered to the individual members at the local level. Once the system to take advantage of the national resources is established, then there is no need to keep reinventing the wheel, or to subsist precariously at a pre-wheel level of technology. The local capacity to avail itself of the full range of CAUT services is dependent on the level of funding of the local association. Elected officers cannot be expected to perform two full-time jobs. Local fees must be adequate to support the professional assistance and facilities which enable the local association to take full advantage of the national system. If members feel that they are not getting enough service, either from their local or national association, it is probably because they are not paying enough (in tax deductible dollars!) to sustain a serious local operation, which can

solve distinctively local problems and apply national expertise locally.

Whether associations bargain inside or outside the Labour Code, the first thing they need if they are to maintain a credible and effective operation is an adequate amount of revenue on a continuing basis. Without an adequate fee structure and the services it can provide, elected officers will be hamstrung and the membership will feel frustrated. Professional support still leaves elected officers with a large volume of work, but allows them to cope with it methodically and effectively, thereby delivering the goods to the members at the local level, which is what we are all trying to do.

Appendix 1

CAUT Governance

Council

The annual Council meeting brings together representatives (usually presidents) of all member associations for debate and the election of officers. CAUT policies are established by Council, which is also responsible for imposing and removing censure, approving guidelines and policy statements, and adopting the annual fee formula.

Board

The Board brings together representatives (elected for two-year terms) from each province four times a year. These representatives are nominated by the provincial confederations. The number of Board members from each province currently ranges from one to four, depending on the total number of CAUT members in the province for a total of 29. The Executive Secretary and the Chairman of the Academic Freedom and Tenure Committee are *ex-officio* members as they are of Council. CAUT relies on Board members to represent the views of associations in their province and to maintain close links between CAUT and the local associations. The Board is responsible for recommending policy to Council and for implementing Council policies and resolutions. It does this primarily through the Executive and through the establishment of committees working in conjunction with Central Office.

Executive

The Executive comprises four members elected by Council (President, Vice-President, Past-President, Treasurer) and three members-at-large elected by the Board. The Executive meets six times a year (in conjunction with Board and Council meetings where possible) and is responsible for recommending

policy to the Board and implementing Board resolutions. The Executive is also responsible for overall direction and review of the work of the professional officers, for recommending to the Board on the appointment of professional officers, for the preparation of the budget for Board approval, and for the review of the monthly financial reports.

Finance Committee

The Finance Committee is a sub-committee of the Executive, comprising the President, Vice-President, Treasurer, and Executive Secretary, which deals with financial matters, including salaries.

Cost

In a country of Canada's size, bringing the governing bodies together is expensive, and so too is simply communicating with the constituent parts. This is an expense that cannot be avoided if the organisational members are to participate in governing CAUT, and if one accepts a model which allows participation by members regardless of their geographical location. The total direct costs of governance amount to about 6 percent of the total CAUT budget, calculated by totalling travel, accommodation, and other costs directly related to meetings of Council, Board and Executive, plus another 9 percent for committee costs.

Currently, an *ad hoc* committee of the Board is conducting a wide-ranging examination of the structure of CAUT, soliciting opinion from local and provincial associations, from past and present officers of CAUT, and from other interested parties, in order to ascertain whether the tripartite governing structure of Executive, Board and Council is appropriate and efficient. Should we have more or less governance? Do we have too many or too few elected officers? Do we have too many or too few professional officers? It may be tempting to save money by reducing the number of meetings of governing and policy committees. But this immediately reduces local and regional influence and also places increased responsibility for policy decisions on the shoulders of professional officers. Do we want our professional officers to be politicised or do we want them to act as technical and resource personnel? The right balance may not be easy to find.

Fees

Current CAUT fees vary from 1.7 per \$1,000 of salary (Statistics Canada Figures) to 2.3 per \$1,000. The dollar amounts vary from \$26.95 Lowest Lecturer at 1.7 to \$77.06 Highest Full Prof. at 2.3.

APPENDIX 2

PROFESSIONAL STAFF (CENTRAL OFFICE)

Don Savage (Executive Secretary):	Relations with Governments Association Affairs Collective Bargaining
Vic Sim (Associate Executive Secretary):	Academic Freedom and Tenure Academic Status of Librarians Association Affairs
Jill Greenwell (Professional Officer):	Relations with Governments
Ron Levesque (Research Officer):	Economic Benefits
Ted Bartley (Professional Officer):	Legal aspect of Collective Bargaining
Ida Townsend (Business Manager):	Fees Business Matters
Israel Cinman (Editor-Information Officer):	Bulletin - Editorial Bulletin - Circulation Associate Membership

COMMITTEE CHAIRMEN

Academic Freedom & Tenure	James Foulks (Pharmacology, UBC)
Collective Bargaining	Roland Penner (Law, Manitoba)
Status of Women	Norma Bowen (Psychology, Guelph)
Librarians	Cal Evans (Library, Guelph)
Teaching Effectiveness	Bruce Shore (Research & Development, McGill)
Publications	Ken Pryke (History, Windsor)
Economic Benefits	Ron Levesque (CAUT)

CAUT Operations Pared Special Council Meeting Examines Report on CAUT Services

by I. Cinman

The \$5.20 per capita levy, passed by the CAUT Council in May to help finance expanded CAUT services, including regional offices in Edmonton and Halifax, was rescinded by a special meeting of the CAUT Council in mid-October.

Instead, CAUT operating funds will be gathered on the basis of an effective average "mill rate" of \$1.72 per \$1,000 of a professor's salary. This means an increase in the mill rate of .1 which produces enough money to fund the CAUT at its present level of activity.

The net result of this action will be a streamlining of CAUT operations, particularly where the regional offices are involved. The CAUT office in Edmonton will be closed by July 1978 and that in Halifax by 31 December, 1978. Currently the Edmonton office is staffed by one professional officer. In Halifax, CAUT interests are looked after by a faculty member acting as consultant to the Nova Scotia Confederation of Faculty Association (NSCUFA) — Professor Arthur Monahan of Saint-Mary's.

The call for a special meeting to reconsider the application of the \$5.20 levy was spearheaded by the University of Toronto Faculty Association, which along with other members of the Council, opposed the May vote.

Opposition to the levy was primarily based on the general impression shared by certain associations, that the levy was a form of "unfair taxation" exerted upon certain large associations in order to finance CAUT services to the West and the Maritimes.

This view was not, however, shared by those faculty associations / unions who voted for the levy in the first place, and subsequently opposed the call for a special Council meeting.

According to the Saint-Mary's University Faculty Union, the special Council was the result of a decision taken by "a group of upper Canadian University Associations / Unions... to change policies which would have brought much needed CAUT services to smaller universities." The action — calling of the special meeting — was seen by the Saint-Mary's union as "devisive and undemocratic," since "it denies the principle of equal partnership between equal local

associations which should exist despite differences in size, population and wealth." The Saint-Mary's Union lobbied for the retention of regional offices, saying that the Halifax office provided valuable service to the Maritime universities and urged a boycott of the October meeting.

The special Council was held October 14 and 15 in Ottawa. It was convened as a result of a petition from several Faculty Associations calling on the general membership to re-examine the imposition of the \$5.20 per capita levy. The meeting, attended by faculty representatives from all areas in Canada, lasted approximately twenty minutes, when it was superseded by a vote to hold a second special Council meeting the same day, called by the CAUT Board. This meeting was organized to discuss and vote on the finances and on an interim report of an Ad Hoc Committee created to consider the regional offices and certain constitutional matters.

It was at this meeting that the decision was made to rescind the \$5.20 levy and replace it with a mill rate increase of .1 and to ratify the decision to close the regional offices.

The Ad Hoc Committee — CAUT Past-president Prof. Jill Vickers and CAUT Board members Prof. Larry Eberlein (Alberta) and Prof. Roger Crowther (NSCUFA) — was struck by the CAUT Board to "evaluate the full range of problems concerning the relationship between the central office and regional offices." In addition, under a broader mandate, the Committee was to launch an examination into the general scope of CAUT activities and service to members, as well as the possible direction CAUT is to follow in the future.

The Committee report, result of two months' feverish activity, found, among other things, that regional offices did not significantly diminish the demand for central office services and that the Edmonton office delivered primarily national-type service. The Halifax office, the report said, was more local in its activities.

The Committee also found that many Western associations have sufficient resources to allow them to rely on professional officers "whose ser-

vices are available for provincial purposes" as well.

The Committee discovered that CAUT national services are highly correlated to population distribution, adding that in relation to local salaries, the fees (local, provincial and CAUT) paid by the average faculty member are highest in Ontario and lowest in the Atlantic region, but that fees in each region vary considerably from university to university with the highest and lowest to be found in the Atlantic region.

It found that CAUT services are delivered at a high level in Ontario, the West and the Maritimes.

The Committee says its findings show that the CAUT "cannot afford the more expensive, decentralized model of delivering national services." Therefore, one of its conclusions called for the closing of the Edmonton and Halifax offices in 1978.

The Committee also urged that CAUT fees be collected on the basis of a formula in the Spencer Report on CAUT Fee Structure and Finances, presented in 1975 and implemented a year later.

Finally the report recommended that CAUT support the activities of "small" local associations (those with fewer than 225 eligible members) through a \$1,000 annual grant. The money, the Committee said, should be used "to assist in the purchase of services formerly rendered by the regional offices, always provided that the local mill rate is not less than .75."

In essence, the October vote was a membership decision on the first step of a two-part process of self-examination by the CAUT. The next stage is the Ad Hoc Committee's comprehensive report to the Board and Council on the structures, functioning and delivery of services of the Association following a broad survey of Canadian academics closely involved with current or past CAUT activities.

The mood of this Council meeting was in striking contrast to that of last May. In the previous meeting the financial discussions produced lengthy and acrimonious debate. The October meeting was remarkably harmonious, and the votes of the financial resolutions indicated a wide consensus on funding questions.

C.A.U.T. Monograph Series

While delays of all kinds have hindered the publication of the first two titles in this series, the venture itself is, nevertheless, still alive and still progressing.

But Can You Type? by J. Adams and J. Vickers, which was published in the spring of this year has already sold 1300 copies, a total that for 6 month sales is an achievement for a non-fiction work in Canada. **If Teaching is Important...** edited by C. Knapper is now out, and advance orders for it are most encouraging.

What has also been encouraging is the reaction of the media to the series. Clarke Irwin, along with CAUT the co-publishers of the series, arranged two days of publicity for the series including television, radio and newspaper interviews in Toronto. There was as much enthusiasm for the series itself as for the first title. For example, Helen Hutchinson, in the interview for Canada A.M. stressed that to explain problems faced by Canadian universities from the viewpoint of the faculty was most welcome. Similarly, the radio interviews, both for the C.B.C. and the commercial stations, were done by journalists such as Betty Kennedy and Lynne Gordon, who were equally interested in the venture. The only discordant note was struck by the reporter from the *Toronto Sun* who thought that the world of universities was an irrelevancy in the lives of that paper's readers.

Any statement about future publication plans for the series seems bound to call forth troubles for author, editor and publisher. However, it is envisaged that 1978 will see at least two titles published. D. Savage and J. Vickers are collaborating on a volume tentatively called **But Can You Negotiate...** M. Prang is considering the question of nationalism and Canadian universities and F. F. Thompson has been exploring the twisted links between the secondary school systems and universities across Canada.

There are plans for future books concerned with academic freedom in Canada, with Canadian government

Cont'd on p. 17

Ontario Universities May Face Program, Staff Cuts

Although the government has assured Ontario's universities that they will have sufficient operating funds, the economic situation may cause some difficulties in the near future.

This double-edged message was delivered by Ontario Premier William Davis to a delegation from the Ontario Confederation of University Faculty Associations (OCUFA) which met the Premier last October in Toronto.

At the same time the Premier said that his government will aim to protect high quality education in all universities, so that there is equality of education and student accessibility across the province.

But according to Paul Cassano, OCUFA chairman who headed the delegation, Mr. Davis seemed to be saying that the universities themselves, including professors, must begin thinking about cost reductions as the government faces spending restraints, or even cutbacks for all budgetary sectors.

"He advised us that we could not expect that certain university programs will not be suggested for what he called 'redistribution' to minimize unnecessary overlapping. In total dollars, though, the Premier told us

we would not have as much money as we would like, but sufficient funds should be available in the coming year. The following year may be more difficult, but he didn't think we would have to change jobs, though our jobs may be more difficult," Prof. Cassano said.

For its part, OCUFA was out to convince the Premier that the Confederation, which represents approximately 10,000 university teachers in Ontario, is concerned about the province's universities' ability to research public priorities and provide quality education in the face of possible program cuts.

No one in the provincial education establishment is willing to state that concrete streamlining measures are contemplated, but signs of such possible measures are too apparent to be ignored.

In a recent radio and newspaper interview, Dr. Harry Parrott, Minister of colleges and universities said that although no universities are to be closed, certain institutions might find it difficult to offer certain programs while some of the more obscure programs might have to be centralized.

Premier Davis, although personally

opposed to a province-wide university, as is Dr. Parrott, also feels that the usefulness of certain programs ought to be evaluated, and where advisable, some ought to be merged or curtailed altogether.

But the most telling hint of possible university program closures in the near future, accompanied by university teaching staff cutbacks, may be found in recent statements made by Dr. W. C. Winegard, the Chairman of the Ontario Council on University Affairs.

Describing what he thinks is in store for Ontario universities to the University of Waterloo Gazette, Dr. Winegard said that universities will be short of money for at least as long as it takes the government to balance the budget — three to four years.

He spoke about the recent "Winegard letter" which asked universities what they are thinking of doing, and whether they can cooperate and merge services with other nearby universities. The letter even hinted that whole universities might merge.

The letter was written because the OCUA "felt that there was no point in us going through a kind of ritualistic dance with the institutions about how

much money they might need, and so on, without coming to grips with the main problem — that we are not likely to receive the funding that we have come to expect."

"Our advice (to the government) was for considerably more money than is actually going to be put into the system. We felt some responsibility to say to the universities, if this is what's ahead for us, what can be done?"

Dr. Winegard said that universities spend around 80 per cent of their budgets on salaries. "It's obvious that one of the first things an institution will do will be look very seriously at the people side of the budget. I don't mean to imply that some haven't already been doing that."

"We felt some obligation to raise issues that are unpleasant," he said, "but whether the universities receive that as useful advice or stupid advice is up to them."

"We just wanted to say, look, nothing should be sacrosanct here. One should look at every way to maintain the educational system in Ontario. If institutions find that they can continue to provide services if they merged one with another, or combined functions one with another, fine!"

Dr. Winegard was very reluctant to give specific examples of services which could be combined, saying that as soon as he names institutions, people will start thinking that he and the government have made up their mind about some definite change. I.C.

When Science Cannot Afford To Be Apolitical

by John Kucharczyk

Have you ever tried to convince a politician that because scientific research is concerned with so fundamental a human activity as seeking knowledge, it, therefore, deserves immunity from election returns? If you haven't, don't. It won't work.

Then, there is a second matter. There doubtless will be many people in and around the Canadian research community who, even if they lament the outcome of the fantasized scenario depicted above, nonetheless will grimace at the title of this short article, and will summarily charge that under no circumstances should an attempt ever be made to politicize an activity so pure and historically autonomous as science.

They are wrong. Science may indeed be a pure activity but the practically important thing is that the Canadian research institution is most certainly not autonomous. To hold otherwise is akin to proselytizing a fraudulent faith. It won't work. The history of research funding in Canada during 1970-77—a history of decline in effective research support, of crisis and demoralization in the universities and dismay or resignation in other sectors—should have taught us at least this much.

Science and technology are simply too deeply woven into the fabric of the federal enterprise for any respect to be given the notion that we are now or ever can be detached from the values and priorities of a particular political administration. It is for this reason that it is important to believe that there need not be an incompatibility between maintaining scientific integrity and deliberately and legitimately focussing research resources on political ends.

A recent example bears this point out. On December 7 and 8, 1976, and then again on April 27 and 28, 1977, the

Canadian Federation of Biological Societies (CFBS) invited a number of other Canadian organizations concerned with research to send representatives to Ottawa to join the CFBS in meeting with Members of Parliament. Included were representatives from the Canadian Association of Physicists, the Chemical Institute of Canada, the Humanities and Social Sciences Research Council, the Canadian Association of University Teachers, the Canadian Society for Clinical Investigation, the Canadian Geosciences Council, the Social Sciences Research Council and the Association of Scientific and Technical Societies of Canada. All told, approximately 30,000 Canadians connected with research in the universities, government and industry were officially represented.

During the four days, researchers - delegates, usually in groups of two or three, met with a total of ninety-eight MPs from the Liberal, Conservative and New Democratic Parties. The interviews were held in the MP's offices on Parliament Hill and ran for from thirty-minutes to two and one-half hours. Three key concerns of the research community were raised: the need for having three year, annually-updated estimates, indexing, or some other reasonable long-term plan on federal funding of research; the need for a further restoration of funding to 1969 - 1970 levels; the need for a comprehensive and truly national science policy which would specify clearly the methods by which the Government and the research community will routinely consult on matters of mutual interest.

Researchers - delegates completed an "Interview Reporting Form" for each MP which, in addition to noting the MP's comments on each of the

three major lobbying points, allowed the interviewer to score the MP on a variety of other questions, including: "Comprehension of research and research problems"... "Does the MP single out one area of research for praise?"... "for criticism?"... "Did your visit improve the situation with this MP?"... "Did you use any unusual tactics (in dealing with the MP)?"...

The answers were always interesting, sometimes surprising, and even illuminating. They form the basis for a full report* on the four days of meetings between the researchers - delegates and the MP's.

It's quite true that on the average Canadian researchers are better off now, in 1977, than they were in 1975, when with one foul and frightening swoop of the hand the Government caused the entire Canadian research community to buckle and to retreat in disarray. But does this relative improvement really mean very much? For example, while the 11½-13 per cent increase in the budgets of the granting councils for 1977-78 have ameliorated the problem of inflationary erosion of research funding, we're in almost the same place exactly as we were, since the implicit price index for research increased by about 11½% over last year. Moreover, and much more importantly, the long-term emergency remains pitifully unattended to by the Federal Government: WE HAVE NO SCIENCE POLICY IN CANADA.

The four days of meetings between the researchers - delegates and the MP's must be only the beginning. We need to urge the Government to have regular meetings and conferences of parliamentarians, lay people, and scientists to consider how the necessary policies may be formulated and implemented. To do this would be quite proper—some of the MP's have already told us this.

It's time to wake up folks. It's time to shake up the old-line, traditionally conservative Canadian research establishment. This is an era when aloofness from worldly turmoil is neither possible nor desirable. In Canada, the mating of science and politics need not produce Lysenkoism—only better science.

* The report may be obtained from the author by writing to 75 Albert Street, Suite 1001, Ottawa, Ont. K1P 5E7.

John Kucharczyk is Executive Secretary for Science Policy of The Canadian Federation of Biological Societies and a researcher in the Department of Physiology at the University of Ottawa.

B.C. Gov't and F.A.N.D.U. In Supreme Court

by Ron Lowe

The B.C. Government has commenced legal proceedings in the B.C. Supreme Court in an attempt to prevent the Labour Relations Board from hearing unfair labour practice charges that have been filed against the Minister of Education, Dr. Pat McGeer, Deputy Minister, Dr. Walter Hardwick, the Executive Assistant to the Minister, the Chairman of the Universities' Council, the Acting President and Vice-president of Simon Fraser University and the Vice-president of the University of Victoria. The charges were laid by the Faculty Association of Notre Dame University (FANDU), a local of the Association of Commercial and Technical Employees and directly affiliated with the Canadian Labour Congress. It was alleged that rights guaranteed by Section 5 of the B.C. Labour Code had been violated by the Minister of Education and the other named individuals. Section 5 of the Labour Code states that "No person shall use coercion or intimidation of any kind that could reasonably have the effect of compelling or inducing any person to become or refrain from becoming, or to continue or to cease to be, a member of a trade-union." As a consequence, the Labour Relations Board has postponed its hearing until a ruling by the courts has been made.

The Government has argued that the Labour Relations Board does not have jurisdiction "to rule as unfair comments made by a minister of the crown or his agents in the legitimate pursuit of a legislative aim." The courts have also been asked to rule that the Labour Relations Board does not have the jurisdiction in matters relating to proceedings in the provincial legislature. Statement by the Minister during the introduction and debate of Bill 68 have been linked to alleged violations of Section 5. Bill 68 provided for the purchase of Notre Dame University by the B.C. Government and originally contained a section which would have terminated collective bargaining rights by N.D.U. faculty. The offensive section was eventually eliminated prior to passing Bill 68.

The Supreme Court will hear arguments early in December. Lawyers for F.A.N.D.U. are optimistic that the outcome will be favourable and that the Labour Relations Board will be able to schedule new dates to hear the unfair labour practice charges.

A Conference on research and development in Canada

Leading figures from universities, government, industry and labour will discuss the current predicament of Canadian Research and Development, as well as its future direction on January 25, 1978, during a one-day Seminar sponsored by the Financial Post of Canada.

The theme of the seminar is that more research and development is necessary in this country in order to increase employment and cause a reverse in the direction of the brain-drain. Debate will focus on the role of the government, universities, and private research in guiding Canada towards the appropriate strategic policy.

Speakers will include Jean Chrétien, the Federal Minister of Finance; Sir Ieuan Maddock, Chief Executive Officer of the British Association for the Advancement of Sciences; Maurice Lamontagne, Chairman of the Special Committee of the Senate on Science Policy; and a Government Opposition Science Critic.

Registration forms and further information can be obtained from Ken Scott at (416) 595-1811.

Le Comité de la liberté universitaire et de la permanence de l'emploi

Appel de candidatures

Le Comité de la liberté universitaire et de la permanence de l'emploi demande qu'on propose des candidats appelés à faire partie de ses cadres.

Le mandat des membres du Comité est de trois ans. Le Comité compte onze membres, y compris le Secrétaire général et le Secrétaire général associé senior, et environ le tiers des membres du Comité changent chaque année. Les membres du Comité sont nommés par le Comité exécutif, sur la recommandation du Comité de la liberté universitaire et de la permanence de l'emploi, qui s'efforce d'assurer un juste équilibre sous le rapport de la représentation géographique, des disciplines et de l'expérience.

Le Comité s'occupe des griefs des professeurs des institutions qui comptent une association affiliée à l'ACPU. En outre, le Comité voit à la promulgation de déclarations de principes et de directives touchant la titularisation, la liberté universitaire, les procédures à suivre pour déterminer les conditions d'emploi, etc.

Les noms de personnes à nommer au Comité de la liberté universitaire et de la permanence de l'emploi devraient être communiqués au Secrétaire général au plus tard le 1 mars 1978. Il faudrait joindre une brève notice biographique indiquant les antécédents universitaires du candidat et l'expérience qu'il a des activités de l'association de professeurs et des questions de liberté universitaire. ACPU 75 rue Albert, pièce 1001, Ottawa, Ont. K1P 5E7.

Academic Freedom and Tenure Committee

Call for Nominations

The Committee on Academic Freedom and Tenure solicits suggestions for nominations for membership on the Committee.

Terms of office for Committee members is three years. The Committee has eleven members, including the Executive Secretary and senior Associate Executive Secretary, and approximately one-third of the Committee is changed each year. Members of the Committee are appointed by the Executive Committee, on recommendation of the Academic Freedom and Tenure Committee, who strive for an appropriate balance in terms of geographical representation, discipline and experience.

The Committee deals with grievances from faculty members at institutions with associations affiliated to C.A.U.T. In addition, the Committee is concerned with the promulgation of policy statements and guidelines on tenure, on academic freedom, on proper procedures for determining terms and conditions of employment, and so on.

Suggestions for nominations to the Academic Freedom and Tenure Committee should be sent to the Executive Secretary no later than March 1, 1978, together with a brief biographical statement on the candidate's academic background and experience in faculty association activities and academic freedom matters. CAUT, 75 Albert St. Suite 1001 Ottawa, Ont, K1P 5E7.

Voting with their feet

Fay Haussman on why Brazil's middle-class students have taken to the streets after nearly a decade of quiet

The University of Brasilia has reopened for the new semester with armed police on campus. It remains to be seen whether this military presence will in fact "guarantee the normal course of academic activities as well as law and order", or whether it will merely trigger a continuation of the wide-scale student unrest in Brazil which culminated in nationwide demonstrations just before the Summer vacations.

A wave of student protests, surprising everyone, has been swelling on Brazil's university campuses since the beginning of the year. In nearly every major Brazilian city students have once more resorted to peaceful-on-campus assemblies, strikes and marches, to protest against everything from allegedly bad and expensive food in university cafeterias to rising tuition fees. And, with increasing insistence, they are demanding the restoration of "democratic freedoms" and "amnesty for political prisoners".

A still weak and disunited student movement, so far also still lacking the charismatic leaders it had in 1968, seems to be intent on resurrecting the Brazilian student organizations which were banned after the 1964 military coup, and effectively suppressed and dismembered in 1969. The possibility that UNE, Brazil's powerful National Student Union, with its radical-leftist links in the early sixties, may be about to rise from the ashes is seriously worrying the military Government.

For the past 13 years, the Govern-

ment has both coddled and curbed its university students. So long as they stick to their studies, they are being treated as the nation's elite and its future leaders, and are being favoured as few other sectors in Brazilian society. The moment they speak out of turn, discuss national politics on campus or dare criticize or contradict the official shibboleths, they are branded "subversive" and inspired by "communist infiltrators", and brutally treated as such.

One of the most remarkable phenomena on Brazil's expanding educational horizon has been the growth of its higher education after 1964. Already in 1968, when masses of students, parents, professors and clergy marched down the avenues of Rio de Janeiro, demanding redress for a variety of student grievances, university enrolments were nearly twice the number they had been in 1964, a paltry 144,000 for Latin America's largest nation. In 1976, about 1,150,000 students were enrolled in higher education, representing a growth of 700 per cent over 13 years.

This growth has, of course, not come about without dislocations. Students complain that the public, and essentially tuition-free universities today account for barely 30 per cent of these enrolments, and that the rest of the growth has been in private schools which charge tuition fees. Soaring costs of operation, often compounded by mismanagement, have this year sharply increased fees of all kinds, and even the public universities have had

to resort to charging additional, disproportionate fees for such things as simple transcripts.

Educators, in turn, have protested that the huge expansion of higher education has spawned masses of sub-standard private faculties dispensing sub-standard education. Another complaint is that even the elite universities are forced to admit "near-illiterates" through a liberalized system of entrance examinations adopted in 1971.

These exams, called *vestibulares*, are also of unique importance to Brazilian society at large. In the smaller cities in Brazil's interior, most of which these days either have a *faculdade* (single-purpose college) or else are pressuring the Government for permission and funds to organize one, candidates who have successfully navigated the shoals of the *vestibulares* march through town in a festive procession ostentatiously marking their rites of passage into the privileged world of the university student.

Even in the big cities, *vestibular* news is traditionally front-page news. For days before during and after exams, news of the tests—how many candidates are taking them, where, what the odds are, comments on the peculiarities of the current questions—is reported in detail in Brazil's prestigious dailies.

The other side of this picture is the Government's pervasive political control over Brazilian universities. With their inherently restless and often contentious clientele, the academic communities are automatically suspected of being opposed to the regime and are closely watched and routinely harassed by the security police. Even the rector of the University of Brasilia, a man not specially known for his liberalism, was heard to complain some time ago that it was im-

possible to run and administer a university when one has to give accounts to 11 different security organizations".

Many Brazilians still remember with shudders the 1967 and 1968 student demonstrations and riots, when a nebulous marxist-leninist-trotskyist-maoist doctrine gained starry-eyed adherents among Brazil's student youth, and when the heroes of the often woefully ingenuous student radicals were Fidel Castro and Ché Guevara.

The riots, while never, truly dangerous, were markedly inconvenient. At a time when the Brazilian economy started on its dynamic phase of expansion the student riots, with their public upheavals, were seen mostly as disruptive nuisances and thus generated pervasive public disapproval.

In the end, the riots contributed to the unexpected hardening of the Costa de Silva government. And as a corollary of Institutional Act No 5 of December 1968, which gives exceptional and sweeping powers to the President, political activities in the academic communities were curbed in February 1969 with Law 477: this provides for the expulsion of students, professors and staff for offences of a "subversive" nature and prevents the rematriculation of expelled students at any Brazilian university for three years. Dismissed professors could not be taken on again for five years.

Law 477 filled most of the purpose for which it had been intended during the first nine months of its existence. Altogether, it was applied against fewer than 300 persons (all but five of them students). But by its mere existence it acts as a continuing threat to university communities. It is also, in spite of persistent protests by concerned politicians, not about to be revoked.

Cont'd on p. 9

C.A.U.T. GROUP INSURANCE PLANS

Membership in Canadian Association of University Teachers entitles you to apply for the low cost plans of:

1. LIFE INSURANCE up to \$200,000.
 2. PERSONAL ACCIDENT INSURANCE \$50,000 or \$100,000
 3. FAMILY LIFE INSURANCE — For spouses and Children of members
- For complete details, brochures, applications, premium costs etc.,
Mail coupon or write to:

KANATIA

C.A.U.T. Insurance Trust
P.O. Box 3528, Stn. "C"
OTTAWA, Canada
K1Y 4G1

RÉGIMES D'ASSURANCE COLLECTIVE POUR L'A.C.P.U.

En votre qualité de membre de l'Association canadienne des professeurs d'université, vous pouvez souscrire aux régimes à prix modique suivants:

1. ASSURANCE-VIE jusqu'à \$200,000
 2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT \$50,000 ou \$100,000
 3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
- Pour obtenir des détails complets, brochures, formule d'adhésion, tableaux des primes, etc.,
Postez ce coupon ou écrivez à:

KANATIA

Administrateur de L'assurance de L'A.C.P.U.
C.P. 3528, Station "C"
OTTAWA, Canada
K1Y 4G1

Please send me information outlining the C.A.U.T. Life and Accident Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance vie et d'assurance-accident de l'A.C.P.U.

Nom/Name
Adresse/Address
No et rue/No and Street
Ville/City
Province
Code Postal/Postal Code

German universities too political, academic standards down

Commission calls for curbs on university reforms, says scholarship and university autonomy are threatened

by I. Cinman

Growing politicization of West German universities, due in part to democratization reforms of the last ten years, seriously threatens the quality of university education, says an international group of scholars in a recent report.

The six-member commission authorized to investigate the state of German universities by the New York-based International Council on the Future of the University says that university governance reforms which allow for equal participation in decision-making by faculty, students and service personnel, have diluted academic standards. In addition, the report charges that the reforms are instrumental in the rise of student thuggery, politically different, but in conduct essentially similar to the type common in Nazi Germany.

Apparently the report, which received wide press coverage when first released in Germany, was too sweeping in its criticism and recommendations. It was stamped "interim" by the Council while German government officials were assured that the final — rewritten — version would be presented and debated in Toronto at the Council's general meeting. That meeting was held last September.

The revised report kept the 13 conclusions and recommendations, but differed markedly in tone and approach. It was more conciliatory and optimistic about the future; it toned down some of the harsher passages; it praised some of the more recent reforms. It was also not to the liking of the delegates.

Many thought the changes lessened the impact of the original, while some disagreed about the optimistic tone. The majority felt the "interim" report had already received wide coverage in the media. If a second one was issued, it was argued, the public and the press would simply concentrate on the differences between the two, wonder why the changes were made and ask whether they were the result of pressure from the German government.

Ultimately the second version was rejected as "too watered down" and the delegates endorsed the first draft.

Reforms cause politicization

The Council on the Future of the University picked Germany because since 1960's the post-secondary education system in that country has experienced unprecedented growth in size and numbers; it has been marked by the introduction of new, experimental forms of governance and decision-making and plagued by internal dissension.

The report found that the *Gruppenprinzip*, a tri-partite system of university governance in which the faculty, the students and the service personnel have equal representation on university decision-making bodies, has been instrumental in the radicalization and politicization of the university.

"The concept emerged in the late sixties", says the Commission, "when student activism and junior faculty dissatisfaction produced two strong pressures for changing the *Ordinarius* system in which only full professors sat on governing bodies."

"The universities most severely affected by harsh internal politicization are precisely those where struc-

tural reforms have been most drastically applied, in particular, where the *Gruppenprinzip* has been most fastidiously institutionalized." The results, says the report, are disruptions of university work by radical students, strikes, boycotts, physical threats and actual violence.

The commission says that political factionalism within the university, in many instances mirroring political developments outside the university, are being felt in internal university decisions. This is most often seen in the appointment of staff. "The principle that the best should be appointed, irrespective of his politics or his religion is less and less respected."

The commission admits that the *Gruppenprinzip*, now legally mandated in all universities is here to stay for the near future. It recommends, however, that universities seek to avoid the worst effects of the tri-partite governing system. Specifically it recommends that hiring and promotion be made subject to new peer review boards; that fragmented, small departments be merged into major interdisciplinary bodies and that hierarchical distinctions in the teaching profession again be emphasized.

Curriculum Ideologized

The commission found that in some universities, "heavily affected by Marxism, the curriculum itself is ideologized, and whole disciplines come under the control of doctrinaires."

It tells of a "general impression... that there is relatively small group of politically committed, fanatical students who seize upon every source of grievance to politicize their less committed fellows."

Clearly the militant leftists are a small minority, perhaps some 20 percent if all who are even vaguely sympathetic are included. The "silent-majority" is studious, non-political, indifferent to agitated appeals and it is precisely because of their refusal to be involved that the minority has captured so much of the leadership.

To diminish the influence of this minority, the Commission recommends that student representation on university bodies be "based on the proportion of students actually voting on university matters."

"This recommendation reflects our awareness that current student representatives on university bodies definitely *not* as a general rule, represent the general views of their constituents." Radical students have been able to consolidate their power also because the universities have not completely made the transition from small elitist institutions, to large institutions of mass education.

For example, German students are not seriously tested from the time they enter the university until they leave. The old idea that the university should be a place where the student "finds himself" persists.

Apparently, so does the feeling among the commission members for a strictly hierarchical university structure, where duties and responsibilities of students and staff are firmly spelled out. Here is one of the more revealing passages from the report.

"In the mass university it is obvious that the ordinary student is not, and

Cont'd on next page

Soviet abuse of psychiatry condemned by world congress

According to Dr. Sidney Bloch, the World Psychiatric Association has finally done the decent thing. "At last the World Psychiatric Association (WPA) has gotten off the fence and acted in a morally responsible fashion," said the British psychiatrist, one of the authors of "Russia's Political Hospitals; the Abuse of Psychiatry in the Soviet Union." Dr. Bloch was referring to a resolution adopted by the WPA at its meeting in Honolulu last August, which condemned the Soviet Union for resorting to placing political dissenters in mental hospitals or insane asylums.

To Professor Eduard Babayan who headed the Soviet delegation to Hawaii, the Congress represented "a shameful page in the history of psychiatry." Describing events which saw his country accused of systematic state-authorized abuse of psychiatry for political aims, Dr. Babayan said that "a handful of reactionary anti-psychiatric and anti-social elements has turned the Congress into an arena for political provocation. With 'enormous financial support' a number of 'provocateurs used methods of political propaganda which are non-permissible for an international scientific forum.'"

Through an intricate system of weighted voting, about 4,000 delegates from 60 countries passed, by two votes, a resolution sponsored by the Royal Australian and the New Zealand College of Psychiatrists which called on the WPA to take note of abuses of psychiatry for political purposes. It singled out the Soviet Union by name and called on the WPA to condemn such practices.

One of the first national groups to take a position on abuse of psychiatry was the Canadian Psychiatric Association. It examined evidence available back in 1971 and concluded that there was sufficient cause, short of on-the-spot investigation, to condemn Soviet malpractice. In Hawaii the Canadian delegation voted in support of the New Zealand-Australia motion.

The Congress also adopted the so-called Declaration of Hawaii, setting up an international code of ethics for the psychiatric profession. The Western-sponsored draft of this declaration was held up during the Conference, mainly due to Soviet objections. Ultimately, however, the Soviet delegation agreed to support the document.

Evidence in support of the WPA condemnation of the Soviet Union is compelling. It has been mounting steadily since 1971, when instances of psychiatric abuse have been documented in the *Chronicle of Current Events*, a factual "samizdat" publication. Charges have been also corroborated by Soviet citizens who have been victims of such abuse, now in the West.

The Working Group on the Internment of Dissenters in Mental Hospitals, a London-based organization of psychiatrists and human rights advocates, says that abuse of psychiatry in the Soviet Union differs radically from abuses in the West.

For example, in Argentina, psychiatrists, psychologists and doctors are among people who have recently disappeared, been tortured or imprisoned. In addition, some medical lecturers have been labelled "subversives" for teaching social psychology and Freudian theory. Similar abuses have occurred and still occur in Chile.

Some 9,000 Africans in South Africa are kept in government subsidized private mental institutions, which appear to be, says the World Health

Organization, "custodial institutions with very few discharges per year and with poor standards of patient care."

But the Soviet Union appears to have institutionalized abuse of psychiatry as part of official state policy. The use of such methods cannot be criticized or combatted in the USSR through any legitimate media. Additional evidence gathered by the London group supports the charges that sane, non-violent citizens are interned in mental hospitals until they have learned to conform to the dictates of the state.

Moreover, internment in a psychiatric hospital run by the Soviet Ministry of the Interior, rather than in those administered by the Ministry of Health, subjects the internee to treatment by powerful doses of neuroleptic drugs, and in certain cases, physical abuse through injection of sulphazene, a drug which causes severe physical pain. There is also evidence to support charges of physical abuse by hospital orderlies who, according to many reports, are common criminals serving out their term in Ministry of Interior hospitals.

This treatment is said to be part of a systematic drive by the State Security Apparatus, the KGB, to suppress dissent through the use of psychiatry.

The Case of Anatoly Ponomaryov, a Leningrad engineer and social critic who was interned for the third time in 1975, illustrates what sources describe as common practice:

"At the psychiatric clinic Dr. L.D. Fedoseyeva told his friend Mikhail Bernshtam that the reason for Ponomaryov's hospitalization and compulsory treatment was his protest letters, which hindered the work of public bodies. These letters were a symptom of the aggravation of A.D. Ponomaryov's illness, which manifested itself in nothing but these letters. Thus his normal everyday behaviour was not an indication of his health.

Bernshtam: What sort of letters were they?

Dr. Fedoseyeva: Neither I nor the doctor treating him has read the letters, but we know their contents. They are the letters of an ill man. They aren't anti-Soviet, but in them he expresses a low opinion of the Soviet government and in general writes cynically about our leaders.

Bernshtam: If you haven't read the letters, how did you justify Ponomaryov's hospitalization?

Fedoseyeva: We possess information and an evaluation of the letters from competent authorities.

Bernshtam: Which authorities do you mean?

Fedoseyeva: Surely you understand...

Bernshtam: Nonetheless?

Fedoseyeva: Well, officials of the KGB... They make a political judgement and phone us, advising us to intern Ponomaryov. For us to make a medical diagnosis it's enough to know simply of the existence an anti-government letters: there's no need to read them.

Bernshtam: But still — a diagnosis based on a phone-call from the KGB... you have not read the documents, yet you decide the treatment. I don't understand that.

Fedoseyeva: You won't understand it either — after all, you're not a specialist...

Ponomaryov was then interned in a mental hospital."

In recent past, Soviet psychiatrists diagnosed heterodox activities as stemming from "delusions of grandeur", this being a symptom of

Cont'd on next page

Many British Academics Profess a Vague Sort of Marxism...

by Peter Scott

LONDON — Karl Marx spent half his life in England, and *Capital* was almost entirely written under the dome of the British Museum library. Yet when he died in 1883 it is doubtful if anyone in a British university, faculty or students, had even heard his name.

Today some think Marx is perhaps too popular in British higher education. In some disciplines, particularly the social sciences, the Marxist perspective is tending to block out other equally legitimate academic perspectives. An increasing number of young and not-so-young lecturers have come to regard themselves as "Marxists" in some vague way.

"Vague" is an important qualifying adjective. Few British academics are thoroughbred Marxists in the tradition of, say, the Frankfurt school of Adorno and Hahermas. Indeed it is doubtful whether many of these so-called Marxists have even read one line of the *Grundrisse*. What they really mean by acknowledging their debt to Marx is to demonstrate their commitment, moral as much as intellectual, to the bundle of ethics and determinism that is Marx's popular bequest to the modern world.

Chorus of Protests

Some kind of backlash was inevitable. In recent years there has been a growing chorus of protests from more conservative academics that the popularity of Marxism is subversive of the ideals of a free university—in the philosophical sense

because Marx and his modern followers are sceptical about the possibility of objective truth, and in a practical sense because his adherents are often in the forefront of protests against university authorities.

In Britain a prime target has been the Open University. It is particularly vulnerable to right-wing criticism because of its origins—a Labor Party child that was almost strangled at birth by the incoming Conservative administration—and because its teaching is so widely and so easily available to the general public through radio and television. A little bit of left-wing indoctrination in a closed lecture room is one thing: on an open television screen it is something very different.

Sir Walter Perry, vice-chancellor of the Open University, wrote recently: "A new innovatory institution with access to the mass media undoubtedly attracts staff who are left-of-center. When such people are employed by conventional universities to teach behind the doors of the classroom, polemic on their part is acceptable... but when polemic can be transmitted through the mass media it is much less acceptable."

Other Targets

More conventional institutions, however, have not escaped the same criticism of "Marxist" (meaning vaguely left-wing) bias. One obvious target has been the Polytechnic of North London, where a guerrilla war of attrition between a conservative administration and radical staff

members and students has been almost continuous throughout the 1970's. Another has been Birmingham University's Center for Contemporary Cultural Studies.

The critics are not suggesting that Marxism as a current of intellectual thought should be, or could be, banished from the modern university. Marxist, even Communist, intellectuals have always been tolerated in British universities. Maurice Dobb, the Cambridge economist, and J.D. Bernal, the molecular biologist, were two examples.

At first it seems to be paradoxical that at the very time the actual threat of Marxism to the state seemed to be receding, Marxism as an ideology seemed to be perceived as a growing threat to the university. In fact, the two are probably connected.

In the 1950's Marxism seemed an arid ideology of middle-aged men associated closely in the popular mind with a foreign cause. In the 1960's it splintered into heretical sects and became more colorful and more indigenous. Its appeal to the youth of a decade that promised so much but delivered so little was considerably enhanced.

"Direct action today" replaced the rather theoretical commitment of the old-style Marxists to "revolution someday." A university could tolerate a comparatively small number of theoretical dissenters who kept to the unwritten rules of academic conduct. It has found it much more difficult to assimilate a much larger body of dissenters committed to immediate, direct, and often crude action to demonstrate their dissent.

But the present debate in Britain about Marxist bias is not only intellectual, about the quality of objective truth, or political, about the permissible degree of dissent within the university. It also highlights the changing character of higher education in Britain. On the surface, what happened in the 1960's was the very successful expansion of university education and the equally successful enhancement of non-university sector.

What really happened in the 1960's was a slow disintegration of the shared values, the carefully constructed consensus, that had sustained British universities and colleges for so long that they were taken for granted. Entirely

new subjects, often semi-professional rather than academic, were added to the curriculum. New types of students were enrolled for the first time.

It is probably wrong to blame Marx for this gradual erosion of a high academic tradition. After all, in most disciplines his intellectual contribution had a secure place within that tradition.

In the 1960's the rather conservative shell of British higher education was retained virtually intact. Only in the 1970's have the far-from-conservative intellectual currents that gained in strength throughout that decade come to the surface. Marxism is one of these currents, but it is a symptom rather than a cause of the growing diversity of higher education and a consequent erosion of the high academic tradition of the past.

Reprinted, with permission, from THE CHRONICLE OF HIGHER EDUCATION.

...but their more conservative colleagues see trend as subverting basic values of a pluralistic society.

A recently-published study by Professor Julius Gould, professor of sociology at Nottingham University, claims that the basic values upon which the pluralistic society of the United Kingdom rests are under steady and increasing attack from political extremists.

The report says that Marxist influences have probably been most extensive in social work and teacher education. In both these areas, extremist ideas have been "pressed into practical service". Professor Gould states: "There has been an explicit drive to mould the education of social work students, to influence their political beliefs and associated attitudes to social work practice, before they enter the field."

The report has been criticized for having an overwhelming lack of leftwingers present in the study group, and the group itself accused of engaging in a witch hunt. But Professor Gould said that the group had no such aims, nor was it opposed to Marxism as a legitimate academic subject.

The report is the outcome of deliberations by a study group which met from 1975 until earlier this year. Regular members of the group, which

Cont'd on p. 11

PSYCHIATRY... from p. 7

anti-social behaviour and therefore basis for confinement in a mental institution. Most of those accused of this illness have at one time or another advocated the observance of some or all parts of the Soviet Constitution, have taken part in issuing samizdat literature, have engaged in protest demonstrations on behalf of rights of minorities or have asked for permission to emigrate.

More recently, Soviet psychiatrists have introduced the concept of "seeming normalcy" as a sign of schizophrenic behaviour.

At a trial of a young dissenter, Olga Iofe, the defence counsel and the expert psychiatrist witness, Dr. Martynenko have the following exchange:

"Council: How do you explain the fact that the presence of an illness which according to the diagnosis, has been developing in Iofe since she was 14 did not prevent her from successfully graduating from a mathematical school and entering the University?"

Martynenko: The presence of this form of schizophrenia does not presuppose changes on the personality noticeable to others... The absence of symptoms of an illness can not prove the absence of the illness itself."

At the moment the Soviet Union continues to deny that abuses of psychiatry occur, even though Western doctors and dissenting psychiatrists who have left the USSR document a number of cases where psychiatric internment was used by Soviet authorities to reduce unfavourable publicity which dissenters bring about, to induce recantation, to discredit dissenters' ideas and actions and to simply torment the dissenter.

Soviet psychiatrists toeing the official line say that dissenters like Leonid Plyushch were skillfully cured by Soviet doctors, but that they will probably relapse into mental illness in the West.

The Soviet press has already pointed to such relapses in cases of dissidents already living abroad. In an effort to

discredit references to psychiatric abuse in Western media, the Soviet press points to cases of actual or alleged psychiatric malpractices in the West. Moreover, it has orchestrated a campaign inside the Soviet Union which brands political dissidents as common criminals.

As in past campaigns in the West in support of political dissidents or minority groups struggling for rights or wishing to leave the USSR, so the Soviet abuse of psychiatry has been subjected to glaring international scrutiny. The Soviet medical establishment is most anxious to maintain high international profile and prestige. This it cannot do when a world body with WPA's international clout goes on record as condemning Soviet medical practices.

In passing the New Zealand-Australia resolution and approving the Declaration of Hawaii, the WPA exerted international pressure on Soviet psychiatric establishment, hoping by so doing to force the Soviet Union to put an end to abuses. At the same time, the WPA diffused broad criticism directed in its direction for not taking a stand on ethical issues in the past.

I.C.

Readers interested in obtaining more information may consult the following.

Sidney Bloch and Peter Reddaway. *Russia's Political Hospitals: The Abuse of Psychiatry in the Soviet Union*. Gollancz, London, 1977. p. 500 U.S. edition: *Psychiatric Terror: How Soviet Psychiatry is Used to Suppress Dissent*. Basic Books, New York, 1977. \$12.95.

Tatyana Khodorovich. *The Case of Leonid Plyushch*. Westfield Press, Boulder, Colorado.

P.G. Grigorenko. *The Grigorenko Papers*. Westfield Press, Boulder Colorado.

P. and Zh. Medvedev. *A Question of Madness*. Penguin Books Prisoners on Conscience in the USSR; Their Treatment and Conditions. Amnesty International Report, Amnesty International, London, 1975.

A Chronicle of Current Events (Moscow). Published by Amnesty International London.

Bukovsky, V. and Gluzman, S. *A Manual on Psychiatry for Dissenters*. Survey, No. 94/95.

GERMAN... from p. 7

has no intention of becoming a scholar or a creative scientist... The advancement of knowledge is not his central interest... Students have special and perfectly legitimate interests. They have a perfect right to complain if they are badly taught, badly housed, poorly subsidized, if the library facilities are insufficient and so on. They have sound reasons for representation on some university bodies. But by the nature of their age and their position as students, they have certain defects as participants in the institutionalized life of the university. Under these circumstances to put students in a position where they can exercise a very considerable degree of power in the university is to imperil science and scholarship."

The report recommends that students who disrupt the university be subject to university discipline, including dismissal.

Loyalty oaths

The commission also turns its attention to another form of politicization — the growing government influence in university affairs, particularly in matters of appointments.

University professors in Germany, unlike those in Canada, are civil ser-

vants. Consequently, university appointments are subject to ministerial approval. The commission is disturbed over the growing tendency of the government to extend its power over the university in ways which are "potentially dangerous to the cause of learning and scholarship", meaning essentially, the administration of loyalty oaths. University professors, as civil servants, are forced to swear allegiance to the constitution and pledge not to engage in political activities detrimental to it.

Curiously, the commission does not feel, very strongly about the practice — "this is not severely administered in Germany", it says.

However, by labelling the practice as *Berufsverbot* — a ban on employment of scholars on the grounds of political belief or affiliation — the government has created a feeling of mistrust on the part of the professoriat as to the possible uses and purposes of the loyalty oaths, the report says.

Indeed, recent press reports have revealed that there have been cases where Lander (state) governments have been zealously applying the oaths and resorting to detailed examinations of an applicant's past political activity in hiring and evaluation procedures.

Amnesty International



Set them free

by Jean Sonnenfeld

Suspected Separatists

A Croatian professor of political economics is a victim of the suppression of spokesmen for Croatian nationalism in Yugoslavia. Dr. Marko Veselica was arrested on January 11-12, 1972 in the Croatian capital of Zagreb, and charged under article 100 of the Yugoslav Penal Code with "conspiring to overthrow the social and political system of Yugoslavia". He was sentenced to 7 years' imprisonment and is held in Stara Gradiska prison in Croatia.

Born in 1936 in Clavice, Dr. Veselica has served as a member of the Yugoslav Federal Assembly in Belgrade and as a member of the Economic Commission of the Croatian Central Committee of the League of Communists (Communist Party). In July 1971 he was expelled from the League of Communists on accusations of nationalism, but retained his post as professor of political economics at the University of Zagreb. He was co-author of the book *The Political Economy of Yugoslavia* with Mrs. Sava Babcevic-Kucar, one of three high-ranking Croatian party leaders who lost their positions in a wave of purges in December 1971. A prominent member of the Croatian cultural movement *Matica Hrvatska* (Mother Croatia), he was also a frequent contributor to its publication *Hrvatski Tjednik* (Croatian Weekly).

The arrests of Dr. Veselica and ten other intellectuals were directly connected with their membership of the administrative board of *Matica Hrvatska*. The Zagreb District Prosecutor maintained at the trial that the accused had, by "violent and unconstitutional means", tried to turn *Matica Hrvatska* into an opposition party with the aim of secession from the Yugoslav federation, that it was a "counter-revolutionary group", that it was "organized on the principle of totalitarian centralism, and in fact represented a 'shadow government' orientated primarily towards assuming mass form and penetrating existing social structures".

Dr. Veselica denied the charges, and the evidence suggests that he had not used or advocated violence. Dr. Veselica was adopted by Amnesty International in November 1972. That means that he is a prisoner of conscience, imprisoned because of his nationality. One of the 1700 AI groups in the world is working to secure his release from prison.

During a mission to Yugoslavia in June 1976, an AI delegation was told by the Yugoslav justice officials that Dr. Veselica was employed in administrative tasks in his place of imprisonment. However, since then reports received by AI claim that he is required to work in the prison's furniture factory combing and unravelling mattress stuffing, among other tasks, despite an allergy that has caused boils and a generally poor state of health, exacerbated by stomach ulcers.

Such treatment of separatists, whether suspected or *bona fide*, is a violation of elementary human rights. If you are interested in helping prisoners of conscience like Dr. Marko Veselica, write to Amnesty International Canadian Section, 2101 Algonquin Avenue, Ottawa, Ontario K2A 1T1.

Amnesty International news items of particular interest to the academic community appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter of individual conscience on the part of CAUT members.

Faculty Exchange Programme

One of the major effects of continuing budgetary restrictions in Canadian universities has been the virtual freeze on new hirings in many disciplines and the difficulty experienced by established academics in moving from one post to another. Lack of faculty mobility together with lack of new appointments create an acute threat of intellectual stagnation in the academic community.

A number of agencies have become concerned lately about the effect of lack of faculty mobility on the intellectual life of the university community. The Canada Council has been examining this among other matters through a Consultative Group on the Needs of Small Universities. OCUFA established a Local Stability Study Committee, which initiated the Faculty Mobility Study currently being conducted for Ontario. The Association of Chairmen of English in Ontario conducted a survey in 1976 on the feasibility of an intra-provincial exchange of English teachers in order to counteract some of the effects of lack of faculty mobility.

Motivated by the same concern, early in 1977 the CAUT Executive approved and forwarded to the AUCC for consideration a proposal for a joint

faculty exchange programme. The proposal was well received by the Executive of the AUCC and as a result an inter-university faculty exchange programme, jointly sponsored by AUCC and CAUT, is due to commence in September 1978. (See the formal announcement for details on this page.)

This programme is one of the more tangible products of the sense of co-operation that has been developing recently between CAUT and AUCC. While there are some topics on which there are philosophical differences between the two organisations, there are many other topics on which there is no substantial disagreement (university funding, research funding, student mobility, immigration, for instance). In these areas, co-operation is undoubtedly the most effective way of achieving common ends, especially at a time when governments are starting to question expenditures in the educational sector.

The harmonious co-operation between CAUT and AUCC in the establishment of the current faculty exchange project augurs well for further joint enterprises.

Gordon Jones
Président, CAUT

Canadian Association of University Teachers Association of Universities and Colleges of Canada

The CAUT and AUCC announce the establishment of a programme of inter-university faculty exchanges to enhance the intellectual vitality of Canadian universities in a period of stable faculty numbers. It is anticipated that the first exchanges will take place on a trial basis commencing with the academic year 1978-79.

Full salary and other economic benefits will continue to be paid by each participant's home university. In all other ways participants will be treated by the home university as if he or she were on full-time service. The exchange period will normally be for one academic year (September to April) plus a summer research period immediately before or after the academic teaching period.

Participating faculty members will be eligible to receive basic travel expenses (against receipts) for themselves and their families from the host university. Arrangements for accommodation will be the responsibility of the participating faculty members.

For the present the exchange programme is open only to tenured faculty members.

The number of exchanges in the initial phase of the programme will be limited. Tenured faculty members should initially explore with colleagues at other universities the possibility of an exchange. When a proposal has been formulated, pairs of faculty members are invited, with the approval and support of Department Chairmen and Deans where appropriate, to submit duplicate applications simultaneously to the Presidents of the universities concerned with copies to the Executive Secretary of CAUT (75 Albert Street, K1P 5E7 Ottawa) and the Executive Director of AUCC (151 Slater Street, Ottawa K1P 5N1). Applications should be made before March 31, 1978 and should include complete information on the exchange programme proposed together with precise information on the suggested exchange of responsibilities. Proposals should envisage a rough equivalence of responsibility though it is not necessary that the participating faculty members be of equivalent rank.

Tenured faculty members who may be interested in participating in the programme, but who have not located a colleague with whom to exchange at another university may make further inquiries by writing to the Executive Secretary of CAUT or Executive Director of AUCC.

Association canadienne des professeurs d'université Association des Universités et Collèges du Canada

L'ACPU et l'AUCC annoncent l'établissement d'un programme d'échanges de professeurs entre les universités, dans l'intention d'accroître la vitalité intellectuelle des universités du Canada en une période de stabilité du corps professoral. On prévoit que les premiers échanges se feront à titre d'essai, à compter de l'année universitaire 1978-1979.

Le versement du traitement dans sa totalité et d'autres avantages économiques continueront d'être assurés par l'université d'attache du participant. À tous autres égards, les participants seront traités par l'université d'attache comme s'ils étaient de service à plein temps. La période d'échange sera normalement d'une année universitaire (de septembre à avril) en plus d'une période de recherche au cours de l'été qui précède ou suit immédiatement la période d'enseignement universitaire.

Les professeurs participants auront droit au remboursement des frais essentiels de déplacement (sur présentation des recus) pour eux-mêmes et pour les membres de leur famille, par l'université d'accueil. Il appartiendra aux professeurs participants de s'occuper de trouver un logement.

Pour le moment, seuls les professeurs qui ont la permanence pourront participer au programme d'échanges.

Le nombre d'échanges sera limité au cours de la phase initiale du programme. Les professeurs qui ont la permanence devront d'abord étudier la possibilité d'un échange avec des collègues d'autres universités. Une fois qu'une proposition aura été formulée, les pairs des professeurs seront invités, avec l'approbation et l'appui des directeurs et doyens de département, le cas échéant, à présenter simultanément la même demande aux recteurs des universités en cause, en ayant soin d'en faire parvenir des exemplaires au secrétaire exécutif de l'ACPU (75, rue Albert, Ottawa K1P 5E7) et au directeur administratif de l'AUCC (151, rue Slater, Ottawa K1P 5N1). Les demandes devront être envoyées avant le 31 mars 1978 et renfermer des renseignements complets au sujet du programme d'échange projeté, ainsi que des détails sur l'échange de responsabilités proposé. En formulant les propositions, il faudrait songer à assurer une équivalence approximative des responsabilités, bien qu'il ne soit pas nécessaire que les professeurs participants détiennent des titres équivalents.

Les professeurs qui ont la permanence et qui seraient intéressés à participer au programme mais qui n'ont pas trouvé de collègue avec qui faire l'échange dans une autre université peuvent demander de plus amples renseignements en s'adressant par écrit soit au secrétaire exécutif de l'ACPU, soit au directeur administratif de l'AUCC.

BRAZIL... from p. 6

But ironically, in the recent crunch Big Brother turned out to be a Paper Tiger. As one Brazilian columnist commented: "The State suddenly saw itself faced with the predicament of having to punish thousands of students for their concerted infringement of Law 477 and consequently having to disrupt a good part of the university system."

If the decree had been applied as stipulated, at least 3,000 students would have had to be expelled, representing 3,000 delayed if not totally broken careers, and countless additional opponents to the military regime. The expulsions in mid-July of 30 students (and the suspensions of 39 others) for their alleged leadership in the demonstrations at the University of Brasilia in June were reported on the front pages everywhere, and always with the attenuating clause

"the students will be able to enrol in other universities this year since Law 477 was not applied".

Different from 1967, the student discontent is today taken as symptomatic of broader social discontent. The "economic miracle" has been followed by severe retrenchments in some sectors, an apparently intractable inflation is frustrating the rising expectations of Brazil's workers and middle-class, and the military government continues to impair its credibility.

The thought that the protesting students may succeed in "forcing" the Government to restore "democratic freedom" is raising hopes among Brazilian liberals. The hopes, however, are likely to be short-lived. There is no chance that the universities will be allowed to develop into centres of national unrest.

Reprinted with permission from the TIMES HIGHER EDUCATION SUPPLEMENT.

The Ontario Universities Program For Instructional Development

by John Kirkness

Fifteen years ago, the Ontario Government's Advisory Committee on University Affairs invited the presidents of the province's universities to develop plans to meet the impending "enrolment crisis." The plans formulated led to the establishment of new institutions, of post-secondary education and to the expansion of the existing universities. From this voluntary association of presidents emerged also the Council of Ontario Universities. As this new collective organization addressed itself to the issues raised by participatory planning, the need to support "a much more systematic approach to the problem of curriculum and course development" was identified in a C.O.U. report on *Television and Technology in University Teaching*. Subsequently, in June 1973, C.O.U. announced the establishment of a new program designed to support its efforts to enhance the quality of teaching and learning in Ontario's universities.

The announcement noted that

The aim of the Ontario Universities Program for Instructional Development is to assist individual faculty members in Ontario universities and the universities themselves in improving the effectiveness and efficiency of their instructional processes. No approach consistent with this aim—whether concerned with the contribution of students, the organization of teacher time, the demands of research and administration, or the use of technical devices such as television or computers—is regarded as outside the scope of the Program.

In pursuit of these aims, an Interim Committee on Instructional Development was established and a Director appointed. Together the Committee and the Director were responsible for disbursing the funds provided by the Ministry of Colleges and Universities to the Program in ways deemed likely to serve the Committee's objectives. It was subsequently agreed to initiate a policy of *individual grants*, available on a competitive basis to faculty applicants interested in undertaking projects and studies which gave promise of improving the instructional process. Members of every university in the province, with one exception, received awards from the Program, with support for released time and travel, and for "teaching methods" projects accounting for half the total grants awarded.

In July, 1975, a new Director was appointed, again an academic on secondment from his own institution. His impact was seen in modifications to

the Program's *Newsletter* (16 issues of which have appeared to date) and, in particular, in the organisation and presentation in the early months of 1976 of several workshops for university teachers. The individual grants policy was maintained.

In September 1975, C.O.U. published for discussion and review *Teaching and Learning: an evaluation of the Ontario Universities Program for Instructional Development*. Six months later, the Council established a new Committee on Teaching and Learning with these responsibilities:

- 1) to distribute funds to universities and faculty members for the improvement of teaching and learning;
- 2) to offer to universities a resource service;
- 3) to select and appoint a Director for the Program;
- 4) to establish liaison in instructional development with other post-secondary institutions within and beyond the province;
- 5) to keep the universities, the Ontario Council on University Affairs and the Ministry of Colleges and Universities fully informed of current issues and developments in university teaching and learning.

The new Committee consists of six Ontario university faculty members, three students and one or two lay members. Faculty currently serving are Professors Donald George (Carleton), David Humphreys (McMaster), John Kirkness (Toronto), John Neill (Guelph) and Bruce Squires (Western).

Following this Committee's review of the evaluators' recommendations, it was decided to discontinue the grants to individuals and to disburse Program funds by means of *institutional grants*. The purpose of this change in policy is to provide a financial incentive to Ontario universities to intensify and co-ordinate their institutional efforts to improve teaching and learning. The focus of such efforts varies according to the traditions and specific purposes of each campus—local instructional development activities may thus be the responsibility of an advisory committee (as at Toronto), a resource person (Waterloo), an educational development office (McMaster)... Detailed descriptions of individual campus activities are published regularly in the OUPID *Newsletter*. Associated with the change in granting policy is a renewed emphasis on the provision of information services in in-

structional development to member institutions. (see chart).

In order to make adequate provision for the development of this aspect of the Program's work, the Committee has increased the staff complement: in addition to the new Director, Dr. Charles E. Pascal, formerly of McGill University's Centre for Learning and Development, appointed in September were Marion Wilburn, Project Leader / Assistant, and Linda Fitzhugh, Administrative Secretary.

At the present time, it is understood that the special Ministry funding made available for this Program (\$500,000 in 1977-78) will be progressively cut back, to reach zero by 1980-81. By this time the universities will be expected to support from their own budgets those local activities in instructional development which in their view justify the resources involved. The likelihood that the initiatives currently being supported in part by OUPID will be maintained, will obviously depend on numerous factors: significant among these is the response by the universities to the increasingly urgent need to provide for *staff development* (the term widely used in British universities) or *faculty development* (the American equivalent). What is involved in well articulated development programs elsewhere is an emphasis not only on

the instructional skills of faculty members, but also more generally on their *professional* development. As faculty mobility declines with increased financial stringency, university teachers are likely to remain at one institution for a longer period of time than in the past. Institutional vitality may thus increasingly depend on the range and quality of opportunities available within the local system for professional and personal development. While instruction is frequently the primary institutional role of faculty members, excellence in instruction is very much influenced by their performance in other roles, notably research and service... Concern about such issues and the policies and procedures necessary to resolve them, has led to the formation of a joint working group composed of representatives of the Committee on Teaching and Learning and of the Ontario Confederation of University Faculty Associations' Committee on Teaching Awards. It has led also to the Committee's now being represented on the relevant committees of such national groups as the Association of Universities and Colleges of Canada and the Canadian Association of University Teachers.

Bulletin readers, both in Ontario and beyond, who are interested in obtaining more information about OUPID and its publications are invited to contact the Program office, 130 St. George Street, Suite 8039, Toronto M5S 2T4.

Dr. Kirkness is Chairman of COU Committee on Teaching and Learning

President, Vice-president, Treasurer CAUT

The Canadian Association of University Teachers solicits suggestions for nominations for President, Vice-President and Treasurer of the CAUT.

The nominee must be a member of the CAUT and must be nominated by another member of the Association. He or she must have extensive Faculty Association experience.

Nominations must be accompanied by a curriculum vitae and written agreement of the candidate to serve. Duration of term — one year. Applications should be sent to later than March 1, 1978.

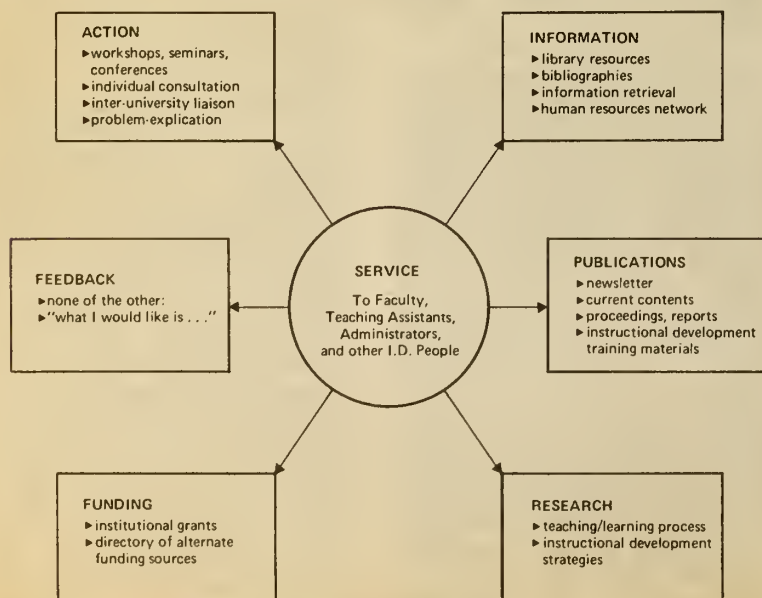
Correspondence should be addressed to Prof. Jill Vickers, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7.

Président - Vice-Président - Trésorier l'ACPU

L'Association Canadienne des Professeurs d'Université sollicite des suggestions de candidature de la part de ses membres pour combler des postes de président, vice-président et trésorier.

Le Candidat doit être un membre de l'ACPU et son nom doit être suggéré par un autre membre de l'ACPU. Lui ou elle doit avoir expérience extensive dans les affaires d'Association des professeurs. Les candidatures doivent être soumises avec un curriculum vitae et un engagement écrit de la part du candidat de servir à ce poste durant un an et devraient être communiquées au plus tard le 1er mars, 1978.

La correspondance doit être adressée au Prof. Jill Vickers, CAUT, 75 rue Albert, Suite 1001, Ottawa, Ont. K1P 5E7.



The Future of Canadian Education: Greater Ottawa Participation

by Lionel A. Mitchell

The ABC of Canadian Education in the future is Abysmal, Bleak and Confused! It is abysmal because of ever lowering standards and continuously rising costs. It is bleak because of the neglect of a national education policy, and the lack of planning for a truly Canadian education. It is confused because the system and the bureaucracy fail to come to grips with essentially Canadian educational matters. These include language and culture as subjects in their own right in a meaningful education.

Canadian education needs to be planned, administered, monitored and controlled from the elementary to the post-secondary level. This can be facilitated by a national education policy which should be supported by proper and thorough planning at all levels to ensure a bright future for Canadian education. Planning without follow-through is wasteful, so this must be followed by effective implementation.

This may not be what the provinces want to hear. It implies greater commitment and participation from the Federal Government. While the provincial governments would welcome the financial commitment from Ottawa they will not feel the same way about Ottawa's participation. This has been demonstrated quite clearly by the steadfast refusal of the Council of Ministers to grant Ottawa an official seat on that body. In spite of this, if there is to be any real meaning to the statement "equality of educational opportunities for all Canadians," Ottawa must be a partner in Canadian education.

Fear of bureaucracy

There is an inherent fear that whenever Ottawa gets involved in anything problems multiply, effectiveness diminishes and results tend to be marginal. Thus this fear of a huge bureaucracy which so often develops may be blocking the path to a national education policy and programme. Nonetheless, these barriers must be dismantled and education renegotiated in any constitutional bargaining between Ottawa and the

provinces. In the meantime, pressure should be exerted on provincial politicians by the Federal Government, educational institutions, and parents to admit Ottawa to equal partnership in the education of Canadians.

It is possible that the provinces could be persuaded to give Ottawa a greater presence in post-secondary education if Ottawa shows leadership and evidence of capability. However, Ottawa's record in the past has not been indicative of either the leadership qualities or the capability to handle the matter. For example, a recent OECD report has been critical of the lack of planning and coordination in educational policy at the higher Federal decision making level.

A better financing arrangement is necessary to improve the future prospects of Canadian education. There is little hope of this taking place without Ottawa. Ottawa has been contributing financially but even this contribution has been geared to perpetuate the inequality of opportunities in education. Even the improved system proposed early this year encountered some obstacles by the "have" provinces. They have offered a counter-proposal which will not be as beneficial to the poor provinces. This clearly indicates that there has never been a truly Canadian attitude or thinking about education and Canadian education is therefore non-existent.

However, education is too important a matter to leave only in the hands of politicians or governments. There are the institutions, the teachers, students, and professional groups. These are inherent beneficiaries of the system of education that develops or fails to develop. They must all make a contribution to the progress of Canadian education. But how could they, if they are not invited or the mechanism for them to do so is not in place? Both the atmosphere and procedures must be created for them to be participants.

Planned education

A starting point in the process will be to base educational funding on a triennium plan. Institutions should

plan their programmes and operations within this framework which would reduce many of the existing uncertainties surrounding post-secondary education. It would allow certain changes to work themselves through.

Teachers, parents and students must have input into the programmes which are offered. This could lower the resistance to certain changes. For example, universities, or elements within them, are continuously resisting pressures to modify their Liberal Arts programmes. They are critical about demands for applied or professional studies. One would have hoped for a revamping of the Liberal Arts programmes to make them more attractive to students and employers. What could be more attractive to students and employers than Liberal Arts tinged with an element of application! Alas! The creativity or insight to do this is lacking.

Any hope for the future of Canadian education must take into consideration (a) elementary, (b) secondary, (c) trade, (d) post-secondary and (e) continuing education which may cut across the four previous levels. The combination of these types of education constitutes the educational mix in the provinces which may vary from one province to another. The mobility of Canadians and the desire of some to return to the classrooms provide opportunities for educational administrators to be innovative. For example, universities could include some applied subjects in their Arts and Science programmes while promoting the arts and science subjects to the older age groups in a continuing education programme. This may be more interesting and meaningful to these groups and at the same time may counter the decline in such courses by younger students.

Action is needed now because of the projected uneven flow of students through the system in the next quarter century. As enrollment at each level of education swings back and forth, job security, physical accommodation and financing will be affected. The costs, both social and financial, will vary according to the timing and the approach. Governments, institutions and parents must be made aware of the "idle or unused" capacity costs as well as the "start up" costs due to fluctuations in enrollment. While the difficulties caused by the rise and fall in enrollment are formidable, awareness of the problems coupled with the proper attitudes and approach to them could minimize these difficulties.

Examine Attitudes

Another area requiring examination is that of teachers-students attitudes and relationships. The students have to be prepared, motivated and conditioned to learn while the teachers must prepare, motivate and inspire to teach. The learning-education mix and objectives must be specified. Proper teacher-students ratio must be es-

tablished. This may be somewhat difficult because of the association of increasing taxation with the rising cost of education. No doubt this will continue to affect and influence the future of Canadian education. Already the inadequate concern for the quality of education is a symptom of this association of high taxation and high education costs. High student-teacher ratios are evident in almost every school and province, while at the same time there are complaints about the academic deficiencies of students.

A sound plan for Canadian education seems to point to a procedure starting with objectives of Canadian education and proceeding through to planning, implementation and control. There must be continuous monitoring and information of the system to provide the tools for more development, objectives, and plans; followed by implementation. The cycle will continue ever upwards and onwards as the term education seems to imply. There would be some light where at present there is only darkness.

In summary, there is need for a Federal presence in our educational system with more meaningful communication between governments and institutions. Furthermore, a bridging perspective is required at all educational levels so that the elementary system looks beyond its own needs and secondary schools take into account the elementary and post-secondary programmes. If this attitude were to develop, universities would take a greater interest in secondary and trade levels and perhaps some of the present problems at the university level would either be eliminated or solved.

Lionel Mitchell teaches at the Fred C. Manning School of Business Administration, Acadia University.

MANY BRITISH... from p. 8

discussed "the penetration of extremist minorities and ideas in education and its effect on the liberal values of a pluralist society" were: Prof. Caroline Cox, Chelsea College, London University; Prof. Anthony Flew, department of philosophy, Reading University; Prof. David Martin, department of sociology, the London School of Economics and Political Science; Prof. Kenneth R. Minogue, department of government, LSE; Prof. Edward Shils, Fellow of Peterhouse, Cambridge, and professor of sociology, Chicago University; Dr. K.W. Watkins, department of political theory, Sheffield University; Brian Crozier, Director, Institute for the Study of Conflict; Iain Hamilton, Director of Studies, ISC, at the time the group met; Michael Goodwin, administrative director, ISC; Also consulted were Professor the Lord Vaizey of Brunel University; Dr. Rhodes Boyson, a Conservative spokesman on education and Dr. Stephen Haseler, the City of London Polytechnic.

Julius Gould. The Attack on Higher Education; report of a study group of the Institute for the Study of Conflict. The Institute for the Study of Conflict, 12-12a Golden Square, London, 1977. 5.00.

ACPU — Comité de la négociation collective

L'ACPU sollicite des propositions de candidats qui pourraient faire partie du Comité de la négociation collective. Le mandat est de trois ans, et commence le 1er juillet, 1978. Les propositions doivent parvenir au plus tard le 1er mars, 1978, au secrétaire général, le professeur Donald C. Savage, ACPU, 75 rue Albert, Ottawa, Ontario, K1P 5E7.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae

CAUT Bulletin ACPU

Editor: I. Cinman

Published by the Canadian Association of University Teachers, 75 Albert St. Suite 1001, Ottawa, Ontario, K1P 5E7, Canada. Donald C. Savage, Executive Secretary.

Copyright: Canadian Association of University Teachers.

Articles may not be reprinted except with permission from the author and the CAUT Bulletin.

Readers are invited to submit articles to the editor. The editor can not accept responsibility for items which are lost or damaged in the mail.

All signed articles express the views of the author. CAUT guidelines and policy statements are labelled as such.

The CAUT Bulletin is issued six times during the academic year: Sept. 1 Oct. 1; Dec 1; Feb 1, April 1; May 1.

Closing dates for receipt of advertising: display advertising 20 working days prior to publication date; classified advertising: 15 working days prior to publication date. Cost for classified advertising: \$1.50 per line.

Prices for display advertising supplied on request.

Subscription: \$12.00 per year. Out-of-Canada; \$16.00 per year.

Classified advertising received after the closing date will be, whenever possible, included in a late column. No cancellations will be accepted after closing date. All verbal instructions regarding insertion of advertising must be confirmed in writing.

The publisher reserves the right to make the necessary changes in advertising copy if it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin.

Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

Copyright Copyright Copyright Copyright

A. Model clause for collective agreements for universities with no production facilities for film or videotape:

The Employer hereby agrees and undertakes to transfer to the author(s) and hereby transfers to the author(s) the copyright(s) in any intellectual property produced or created by a member(s) of the academic staff except that no member(s) of the academic staff shall claim to hold copyright in any assessment, grading, report or correspondence produced pursuant to his / her normal administrative duties within the university.

B. Model clause for all other universities:

(1) Copyright in the print / media (books, articles and similar material). The Employer acknowledges the long-standing Canadian tradition that the Employer has no interest in and makes no claim to the print media copyrights of any member(s) of the academic staff. The Employer, therefore, agrees and undertakes to transfer to the author(s) and hereby transfers to the author(s) the copyrights of the academic staff in the print media (books, articles and similar material).

An academic staff member(s) who is employed by the Employer or an agent of the Employer to edit a journal or magazine shall not own any copyright(s) therein save and except for articles, reviews or literary pieces written by him / her.

(2) Copyright in works of art:

The academic staff member(s) who is the maker of any work of art such as painting, sculpture, music, photographs and the like shall retain the copyright therein, and the Employer, therefore, agrees and undertakes to transfer to the author(s) and hereby transfers to the author(s) all rights in such work of art. This clause shall not apply to films and video tapes. (For films and video tapes see Clause 5).

(3) Copyright and improvements in computer programmes:

The Employer hereby agrees and undertakes to transfer to the author(s) and hereby transfers to the author(s) any and all rights in regard to computer programmes on the understanding that the Employer shall have the use free of charge of any programme developed in the course of the normal administrative duties of the academic staff member or any programme developed in relation to the storage and use of university data and records or any programme developed for use in the degree programmes of the university provided that such free use for degree programmes shall cease one year after the termination of the employment of the academic staff member who holds the copyright, although the university may require continued use on payment of an appropriate fee. Any dispute concerning the level of the fee shall be settled through the procedures in section B.9 and 10 below.

(4) Copyright in lectures:

The Employer hereby agrees and undertakes to transfer to the author(s) and hereby transfers to the author(s) any and all rights in the copyright(s) to lectures delivered by members of the academic staff, recognizes that the academic staff member is the sole copyright holder in his / her lectures, and will give every reasonable assistance to members of the academic staff to prevent publication, recording or broadcasting of lectures not authorized by the staff member(s) concerned.

(5) Copyright in recorded works (film, videotape, audio recording):

(a) Ownership of copyright

The copyright(s) in any recorded work (film, videotape, audio recording, etc.) involving direct university funding or the use of university production facilities free of charge or substantially below local commercial rates shall belong to the academic staff member(s) who is the creator subject to the terms laid down in this article of this Collective Agreement. The Employer shall be deemed to have waived any claim to any copyright(s) in recorded works (film, videotape, audio recordings) not involving direct university funding or the use of university production facilities free of charge or substantially below local commercial rates created or produced by a member(s) of the academic staff. For the purposes of this Article, creator(s) shall be defined as a writer(s), performer(s) or an author(s) of a musical

score or persons substantially engaged in undertaking such functions but not producers or technicians unless there is a specific writer agreement between the parties to the contrary.

(b) Warranty by academic staff members

An academic staff member(s) who receives direct funding or is allowed the use of university production facilities free of charge or substantially below local commercial rates shall warrant to the university on the form attached to this Agreement as annex 1 that he / she / they / is / are the copyright owner(s) of the work and it is an original with him / her / them. In cases where fees or licenses for the use of copyright material used in the work is required, the academic staff member(s) shall provide the Employer with a list of the copyright holders. The Employer shall be responsible forthwith for securing permission to use such copyrights but the staff member shall indemnify the Employer against any loss resulting from failure by the staff member to list the name of a registered owner of a copyright registered at the Federal Copyright Office.

(c) Availability of resources

(i) The Employer will do its utmost to make available to the academic staff member(s) without cost, production facilities and funds necessary to produce recorded works for use in the university's educational programme.

(ii) Priority for, the amount of funds and the kind of facilities shall be determined by the administration of the university on the advice of the senate or senior academic body.

(d) License for internal use

(i) The academic staff member(s) shall make available to the Employer for its educational programme without payment of royalty but at the expense of the Employer one copy of any recorded work produced by the staff member(s) in the course of his / her employment and involving the use of direct university funding or the use of university production facilities free of charge or substantially below local commercial rates. The employer may not reproduce from this copy without the written permission of the creator(s).

(ii) The academic staff member(s) agrees to make every effort lawfully to make available to the Employer for its educational programme without payment of royalty but at the expense of the Employer one copy of any recorded work produced by the academic staff member(s) in the course of his / her employment and involving the use of direct university funding or the use of university production facilities free of charge or substantially below local commercial rates and with respect to which the academic staff member no longer has copyright or shares copyright with one or more persons or with respect to which there is some impediment or business arrangement which denies to the staff member the absolute right to comply with the intent hereof.

(iii) Nothing in Sections B.5.d (i) and (ii) shall be construed as a waiver of any copyright by the academic staff member nor as permission to the Employer or to any agent of the Employer to broadcast or to rediffuse the recorded works to the general public (i.e. to an audience not principally composed of faculty, students and staff of this university) other than as provided for in Section (e) below nor shall these Sections be construed as permitting the use of such materials in the extramural courses of this university

CAUT has been involved for a number of years in examining questions relating to the copyright of its members. This interest has become particularly pressing owing to the growing importance of film and video tape as means of storing information and as instruments of learning and research.

Beginning on this page, readers will find a draft model clause on copyright for collective agreements. This model may also serve as basis for a copyright clause or section in faculty hand-books and by-laws where the faculty association is not a bargaining agent.

In addition, an article reviewing the recently-published working paper on Canadian copyright legislation as it applies to the photocopying in libraries of published works is presented, as well as an article which examines the CAUT policy on copyright and the CAUT / ACTRA position vis-a-vis the Copyright Act.

A more general discussion of the subject may be found in the CAUT Hand-book (2nd Edition, 1973. Pp. 118-122).

without payment of the fee to be set as in Section B.5.e. (vi) below (Note: Extramural may be defined as including but not limited to adult education courses without credit or evening or summer school courses where the payment to the instructor is above and beyond his / her regular salary).

(iv) This license to the Employer for use of recorded works internally without royalty payments or other fees shall cease one year after the termination of the employment of an academic staff member(s) who is the sole copyright holder(s) in the recorded work or on the termination of the contracts of all the copyright holders in the case of multiple contracts in a recorded work except where the work is severable as in Section B.6. The Employer may, however, require the further use of the recorded work provided the Employer pays an appropriate royalty or fee. Any dispute concerning the royalty or fee shall be settled by the grievance and arbitration procedure in Section B.9 and 10 below.

(v) On completion of a recorded work for which the Employer has provided direct university funding or the use of the production facilities of the university free of charge or at a rate substantially below local commercial rates, the copyright owner(s) shall write the Vice-President (Academic) to inform him of the completion of the work. The Vice-President (Academic) shall reply within 30 days stating whether or not the Employer wishes to exercise its option to secure a copy of the work at the expense of the Employer and whether or not it wishes the license to exploit the work as defined in Section B.5.e. If the Vice-President (Academic) replies that the Employer does not wish to exercise these rights or if the Vice-President (Academic) fails to answer within 30 days, it shall be understood that the Employer has waived any and all rights to a copy at the expense of the Employer, to the license defined in Section B.5.e. and to any fees or royalties. If the academic staff member(s) fails to inform the Vice-President (Academic) in writing of the completion of the recorded work, it shall be understood that the Employer maintains its rights under this Article of this Collective Agreement until such a letter is written by the academic staff member(s) to the Vice-President (Academic) and has been disposed of in the manner indicated above.

(vi) The use of material licensed for internal use shall not permit the Employer to reduce the complement of the department of the academic staff member(s) who produced the recorded work and shall not

be used to justify any lay-offs or terminations of contract.

(e) License for external use, fees and royalties:

Where an academic staff member(s) has copyright in a recorded work produced with the assistance of direct university funding or with the use of university production facilities free of charge or substantially less than local commercial rates, the academic staff member(s):

(i) shall grant to the Employer a license to use the recorded work, including the right to grant others the right to use the work according to the fee schedule in Section B.5.e. (ii) below.

(ii) shall either directly or through the agency of the faculty association establish with the Employer a fee or royalty to be charged to third parties wishing to use the work; in default of such agreement within a time period of 30 days from the date of the request by the academic staff member, such fee or royalty shall be set by one arbitrator who shall be named by the President of the Faculty Association and by the President of the University in accordance with Section B.10 (e) below.

(iii) if the license granted to the Employer is not exclusive, shall not grant any other licenses at fees or royalties less than those determined in B.5.e. (ii) above.

(iv) may waive any fee, royalty or other payment provided that such waiver shall be in writing and shall be limited to the occasion and the user or users specified in the said writing and a copy provided to the faculty association and provided that the revenues so realized by the Employer shall be paid into a trust fund to be used at the discretion of the department of the said academic staff member.

(v) The Employer shall not unreasonably restrain the exploitation of copyrighted works under this section and if within one year of the delivery to the Employer of the recorded work(s) as required in Section (d) of this Collective Agreement, it has not commenced formal negotiations or signed a contract(s) for the exploitation of the recorded work(s), the Employer be deemed to have waived any and all rights in the exploitation of the copyright(s) of the said recorded work(s) and shall forego all fees, royalties and other income.

(vi) The Employer shall not loan or transfer a copy of the recorded work nor allow any agent to loan or to transfer such a copy to any third party outside this university without written permission from the academic staff member(s) who hold the copyright(s). A copy of any such permission shall be sent by the Employer to the Faculty Association within 15 days

Cont'd on next page

of receipt by the Employer.

- (vii) Any fees or royalties or other income received as a consequence of the exploitation of the recorded work by the Employer pursuant to this article of this Collective Agreement shall be distributed 66-2/3% thereof to the academic staff member and 33-1/3% thereof to the Employer. (Note: CAUT has recommended in the past that 75% of the proceeds go to the Employer, 25% to the faculty member until costs are recovered and then "the major portion" (95%) to the faculty member and the remainder to the Employer. The difficulty is to assign the costs in an agreed way. If the bargaining agent prefers this formula, the collective agreement should not only stipulate this but should require the Employer to keep records and should indicate legitimate costs (how much if any of overhead for heat, light, etc., how much if any of salaried staff in the production unit, etc.).

(f) *Sale or assignment by staff member:*

Where an academic staff member(s) has produced a work for use in the university's educational programme and wishes to sell, assign or otherwise dispose of his / her copyright(s) or an interest therein to any third party, he / she shall by or in any such disposition as a condition to his / her right to sell, assign or otherwise dispose: (i) protect the university's right to use the work in its educational programme as specified in Section B.5.d. above and (ii) protect the rights of the university in regard to exploitation of the copyright as in Section B.5.e. above, provided that on application by the academic staff member(s) to the Vice-President (Academic), the Employer may dispense with the requirements in (f) (i) or (f) (ii) or both hereof for such reasons as to the Employer seems fair in the circumstance. In the event that decision on the application of the staff member is not made within one month of the receipt of such application, the staff member(s) is deemed to have received the dispensation requested.

(g) *Storage and erasure*

The Employer shall retain possession of every recorded work transferred to it as required in Section B.5.d. above and shall exercise reasonable care to ensure that any such recorded work is not damaged and is not erased, copied, amended or edited without the authorization of the copyright holder(s). The staff member shall have the right to examine, during normal office hours, any recorded work of which he or she is copyright holder.

(h) *Notes or texts*

Where the academic staff member(s) either alone or in

collaboration with others prepares notes or other matter to accompany the recording, the academic staff member(s) hereby grants to the Employer a license to reproduce copies of the said notes or other matter and claims no fees or royalties in return unless the Employer sells or hires such copies in which event the staff member shall if he / she is the sole author thereof receive 25% of the gross proceeds or if he is not the sole author thereof the said 25% shall be shared between him / her and the co-author or co-authors as agreed between them or failing an agreement on an equal basis. Should the Employer sub-license a publisher to reproduce the said copies, the academic staff member shall be a party to the publishing contract.

(i) *Amendments, editorial changes and withdrawal*

A staff member believing his work to be unsatisfactory for a proposed use due to dating or other good reason, may require the work to be amended on the same terms as the original production or may require its use to be withheld provided that the academic staff member may not require such amendments or withholding within one year of the delivery of the recorded work to the employer as required in Section B.5.d. Any dispute as to the *bona fides* of the requirement to amend or to withhold shall be settled in the manner provided for in Section B.9 and 10 below.

6. *Severability*

- (i) Where more than one copyright holder has an interest in a recorded work, each copyright holder may exercise his / her rights with respect to his / her contribution, provided that it is severable.
- (ii) A contribution is severable for this purpose if it could be erased without destroying the value of other contributions to the same recording or series or if it could be replaced in the recording or series by another contribution by someone else.
- (iii) Where a recording or series of recordings involves non-severable contributions by more than one copyright holder, any reference in this part to permission by the copyright holder shall be deemed to mean the unanimous permission of all such copyright holders.

7. *Estates*

When an academic staff member or former academic staff member dies, his estate shall retain all his / her rights under this copyright article of this Collective Agreement.

8. *Sub-contracting by Employer*

The Employer agrees that it shall not enter any agreement to sub-contract the services of any member of the bargain-

ing unit to any third party whatsoever for the purposes of the writing or editing of scripts for film or videotape or for the production of film or videotape or any consultation pertaining thereto without securing to the members of the bargaining unit all the rights, privileges and benefits accorded to them in this article. If the Employer makes such an agreement and fails to secure the said rights, privileges and benefits, the agreement to sub-contract shall not apply to members of the bargaining unit unless there is an agreement in writing between the Employer and the Faculty Association to waive this clause.

9. *Patents and Copyright Committee*

The parties agree to create a continuing Committee on Patents and Copyright, which shall be composed of two (2) members appointed by the Employer and two (2) members appointed by the Association with the chairmanship alternating between the Employer's representatives and the Association's representatives at each successive meeting.

The Committee shall meet at least twice annually to:

- (i) conduct such business as is referred to it
- (ii) consider proposals for modifications or changes in the patents and copyright articles of this Collective Agreement
- (iii) mediate any disputes relating to inventions, copyright and the like as per Section 10 below.

10. *Grievance and Arbitration*

For the purposes of this Agreement, any grievance pertaining to this article shall be handled in accordance with the following procedure:

- a) the academic staff member(s), within three weeks of the event giving rise to the grievance or the date on which the member(s) knew or reasonably should have known of such event if that date is later, shall present a grievance to the Vice-

President (Academic);

- b) within two weeks of the receipt of the grievance, the Vice-President (Academic) shall refer the matter to the continuing Committee on Patents and Copyright and inform the Association of such grievance. If the Vice-President (Academic) fails to refer the matter to the continuing Committee on Patents and Copyright within the time limits, the academic staff member shall be deemed to have succeeded in his / her grievance and the results thereof shall be binding on the university.
- c) The continuing Committee on Patents and Copyright, within one month of the receipt of the grievance, shall make a recommendation for the resolution of the grievance. The time limits may be extended by mutual agreement. If the committee fails to make a recommendation within the time limits, the Vice-President (Academic) may act as in (d) below.
- d) The Vice-President (Academic) within one week of the receipt of the recommendations of the continuing Committee on Patents and Copyright or within one week of the end of the time limits for action by the committee shall render his / her decision on the matter and communicate it in writing to the parties concerned, and
- e) if the decision of the Vice-President (Academic) rendered pursuant to Section 10.d above does not resolve the grievance, the matter may be submitted to binding arbitration by one arbitrator in accordance with the grievance and arbitration procedures of this Collective Agreement.

Copyright in recorded works (Sample contract form)

1. I have read article.....(Copyright) of the Collective Agreement between the Faculty Association and the Board of Governors of the University of.....and I understand that I / we am / are bound by this Article in regard to copyright(s) in recorded works (film, videotape, audio recordings).

2. Description or name of the project.....

3. I / we hereby warrant that those listed below are the sole copyright holders in any recorded materials produced in connection with this project and that all those employed on salary in the production of this recorded work have been so informed by me / us.

- (a) copyright holders in the script if any.
- (b) copyright holders in the performance if any.
- (c) copyright holder in the music if any.

4. I / we hereby warrant that those listed below are the copyright holders of materials to be used in the production of the recorded work and request that the University secure permission for use from the copyright holders.

..... (name and address)

..... (name and address)

Date:

Signed:

Witness:

WHO OWNS YOUR BOOK, FILM OR VIDEOTAPE?

CAUT And Copyright

by Donald C. Savage

Copyright frightens many faculty members and bores others. It shouldn't because the principles are not really that complicated although the elaboration of them in contracts can be somewhat complicated and arcane. The issue, moreover, is of great importance to the members of CAUT. Our interest in the general problems of copyright and in the Copyright Act stemmed from the establishment of educational TV in Ontario and later in other provinces. This concern was first expressed by OCUFA and then by CAUT in the nation-wide context. It seemed to both OCUFA and CAUT that educational television might significantly alter the delivery of learning in the university over a period of time and that it would be wise to ensure that the rights of those faculty members involved were protected.

In addition it became clear that there were other problems of copyright within the university which had to be addressed in such areas as computer programmes, the fine arts. Finally the development of faculty demands for legal collective agreements led to a realization that if university copyright policies were not included in such contracts, they might well be changeable at will by the administration.

This led to the elaboration in 1973 of an interim guideline on copyright by the CAUT Board (See *CAUT Handbook*, 2nd ed., 119-122). This guideline was based on two major principles which have been at the base of CAUT thinking on copyright since that time. The first of these stated that "a faculty member should own copyright in all works he produces of a literary, artistic or recorded nature". The second held that when "a university has in-

curring special expenditures in providing special resources for the production of a work, an attempt should be made to safeguard that investment" when commercial exploitation takes place.

This guideline then went on to deal with some aspects of the application of these principles, in particular that every faculty association should negotiate a copyright policy with its university administration. The guideline then dealt with such matters as recordings, dating, moral rights, licenses for internal and external use, and the like. Last year the CAUT Collective Bargaining Committee put these principles into contract language — a document which is printed in this issue of the *CAUT Bulletin*.

These guidelines have formed the basis for the negotiation of local contracts by faculty associations both certified and uncertified. One of the first to embody the principles of the CAUT was the University of Alberta which set out a copyright policy in the un-

iversity by-laws. Many of the universities which sought certification have done the same thing. At Regina there is a general presumption that copyrights reside with the creator except for certain materials "produced at the discretion of the university in direct support of the teaching function", and the university may not market such materials. At York the collective agreement follows the CAUT guidelines with a general presumption of copyright in favour of the creator with a mechanism for distributing profits and clauses dealing with such matters as dating and erasure. The most elaborate and detailed clauses are in the collective agreements at Carleton and at Windsor. Both follow the CAUT guidelines. At Windsor the university makes no claims in regard to copyrighted material other than for recorded works. The sections on recorded materials provide in detail for an in-

Cont'd on next page

ternal license and an external commercial license, for fair means of setting the economic return (including arbitration) and for guaranteeing the moral rights of the creator. At Carleton, the agreement includes a provision expressly inhibiting the university from justifying the laying-off or termination of personnel through the use of recorded material. Both the Windsor and Carleton agreements also contain clauses prohibiting subcontracting to other bodies such as educational television authorities unless the terms of the agreement apply.

(Copies of all these articles can be secured for the cost of copying them from the CAUT central office.)

Two general points are of some importance. The thrust of CAUT to include copyright in contractual arrangements arises from the presumption of the Copyright Act that the employer owns copyrights unless there is an agreement to the contrary. Although CAUT argued to the federal government that this presumption should be reversed, the recent paper of the Department of Corporate and Consumer Affairs indicates that the government may maintain the status quo. It can probably be argued that since universities have not normally claimed copyright particularly in books or articles, they would have some legal difficulty in doing so now although new proposals on commissioning make this less clear (see below). But faculties with special plans or collective agreements cannot and must not rely on this tradition particularly since the courts are likely to hold that those matters not included in a collective agreement are a management right and can be determined unilaterally by the administration. Thus the importance of the copyright clauses.

Secondly, some faculty associations have negotiated such clauses in contracts and then failed to enforce them. Every faculty association has a moral and legal obligation to represent the interests of its members. This includes the obligation to enforce negotiated contracts, to prevent intimidation of faculty members to waive their rights, and to ensure that media centres produce subsidiary documents that conform to the collective agreement. Failure to enforce a contract can sometimes be claimed as justification for declaring the articles in question null and void. Faculty members who find that their rights are not maintained should complain vigorously to the local faculty association.

In addition to collective agreements at the university level, CAUT, OCUFA and CAFA have joined consortia in Ontario and Alberta to negotiate collective agreements with the provincial educational television services. These contracts cover writers and performers both those who are members of ACTRA and those who are members of CAUT as well as secondary school teachers. (In Ontario interested members may secure the most recent contractual information from OCUFA, 40 Sussex Ave., Toronto. Members in Alberta can secure copies of the Alberta contract either from the CAUT office in Edmonton, 11010 142 St., Suite 315, Edmonton, or from the CAUT central office.)

CAUT has also been very interested in the possible revisions of the Copyright Act which the federal government has been elaborating for some years and which has been published this spring by the Department of Corporate and Consumer Affairs. It would be useful to have an act which protected the interests of our members involved in the creative process. Since the basic act was adopted in 1921, it is clearly out of date in relation to such modern technological developments as television and computer programming. The recent federal government paper entitled *Copyright in Canada: Proposals*

for a Revision of the Law, has recognized this.

In 1972 CAUT joined with our friends and allies in the Association of Canadian Television and Radio Artists (ACTRA) to elaborate a position to the federal government concerning possible amendments to the Copyright Act. At a later date we also combined with them and other interested groups to form the Canadian Council on Copyright to represent the interests of those directly involved in the creative process.

The main theme of the 1972 brief was similar to the CAUT guideline although many of the points were elaborated in a good deal more detail. One of the essential bases of this policy was a statement on the needs of the creator:

"The needs of the creator are paramount, not because he is more virtuous, but because he comes first in a process. He must create before that creation can be used and enjoyed, and make its contribution to our lives. The needs of the creator are simply stated. He needs the maximum degree of freedom to express himself, as regards both the content and the form of his work. He needs to be able to earn a living. He needs protection for the particular form of expression of his work."

ACTRA and CAUT held that the copyright system "has proved to be a workable way to give him a measure of economic freedom, an economic freedom that is one of the requirements for political and artistic freedom". Thus the copyright system enables Canadian creators to keep a distance from the state bureaucracy and helps to lessen the development of an official culture in the pejorative sense of that phrase. Furthermore the brief held that public institutions such as universities and schools should not attempt to undermine the system by trying to secure exemptions.

"In our society as presently constituted all those who supply the educational system expect to be reasonably paid for their products or their work. This is true of those who build schools, sell chalk, blackboards, or movie projectors. It is also true of the state-owned hydro and of the telephone company. For many years, primary and secondary school teachers and university professors were expected to subsidize the educational system through low salaries and poor conditions. This was unacceptable to teachers and professors who in recent years have sought a standard of living related to their professional qualifications. Now it is proposed in some quarters that authors, television writers, film producers and composers should subsidize the educational system by foregoing copyright revenue / revenue for material used in the field of education. This is surely as unacceptable as the earlier demands that teachers should subsidize the system by foregoing legitimate and reasonable salaries. Until everyone is asked to supply to education field free of charge, then no one should be asked. Furthermore, education is such a broad and general notion in the latter part of this century that a general exemption would eliminate most of the market for many Canadian authors whether of books or of educational films."

The issues addressed in the 1972 brief are also dealt with in the government's paper on copyright of this year. I shall attempt some comparison on the points of most concern to those members of the CAUT engaged in the creative process.

1) **Fixation.** This concerns all those who lecture. Case law has determined that copyright subsists only in works that are expressed in a material form. What happens to lectures if someone were to record the lecture and attempt to sell or to broadcast it? If

the professor had substantial notes or had taperecorded it himself or herself then the copyright would reside with him or her. But if he or she did not have substantive notes, then the copyright would probably reside with the person making the recording. The vesting of the copyright in the teacher was recommended in the 1972 ACTRA/CAUT brief but not incorporated in the federal government's 1977 paper. CAUT will be pressing the federal government to make this change before legislation is introduced. Meanwhile the CAUT will be writing to all faculty associations urging them to secure amendment to student registration forms indicating that the copyright in any copy of a lecture, demonstration or performance belongs to the creator and not to the recorder and to secure acknowledgement of the creator's copyright in lectures in any collective agreement or special plan.

2) **Moral rights.** This refers to the rights to claim authorship and see that the authorship is acknowledged and the right to restrain distortion, mutilation and modifications prejudicial to the author's reputation or honour. The ACTRA/CAUT brief argued that the main failing of the existing law lay in its unenforceability and it suggested that moral rights be properly codified and that adequate legal remedies for infringement be provided. The government's 1977 paper accepts this position and provides enforceable rights to both authors and artists (painters, sculptors, etc.) to restrain distortion, mutilation or modification.

3) **Information storage and retrieval.** Not surprisingly the 1921 Copyright Act did not refer to computers and to the problems raised by storing material in them. The ACTRA/CAUT brief urged that the new legislation deal with inputs into computer storage facilities since without this control copyrighted material could easily be reproduced without return to the creator. This would not, of course, apply to raw data or to ideas since these are not covered in any event. The 1977 government paper rejected this point of view and left discovery and enforcement of use by print-out to the copyright owner. This seems to me completely unsatisfactory. Another section also dealt with copyright in computer programmes. It rejected the notion of such a copyright. CAUT has taken no position on this matter although it has recommended that local contracts be written to do so in case such programmes are in fact covered.

4) **Ownership and commissioning.** In the present act an employer is assumed to own the copyrights in material produced by its employees. ACTRA/CAUT argued that this presumption should be reversed. The 1977 federal government paper has not accepted this argument. In addition it has made a sweeping change in the doctrine of commissioning. Originally copyright in a commissioned photograph rested with the person who commissioned it. The 1977 federal government paper has extended this to all forms of commissioning. This, of course, immediately strikes at the contracts of all performers in all the arts. In addition, no one knows quite how far it could be extended. Has the university commissioned a professor to give a set of lectures and would thus own the copyright in them? This is one of the least satisfactory of the government's proposals. It is argued that if the presumption of ownership lies with the employee and, in the case of commissioned works, with the creator, then business corporations will have to introduce contracts to ensure that the copyright rests with the employer. But it is surely easier for the corporation to ensure that its executives, for instance, do not claim copyright in their company report than for creators to secure from their employers the copyright in their

material. The law should favour the weak, not the strong.

5) **Performers' rights.** The 1972 ACTRA/CAUT brief recommended the creation of a performer's right as contemplated in the International Convention for the Protection of Performers, Producers of Phonograms and Broadcast Organizations (The Neighbouring Rights Convention). The 1977 federal government paper accepts this provided a suitable collection agency can be created by and for Canadian performers.

6) **Films and videotapes.** The ACTRA/CAUT brief favoured the treatment of videotapes in the same manner as films. The brief also acknowledged the need for a copyright in the film by the maker without, however, abridging the copyright of the script writer. The 1977 government paper recognizes a copyright for the maker of the film but without guaranteeing the rights of the script writer. It also recommends that videotape be treated in the same manner as film.

7) **Public Lending Right.** The ACTRA/CAUT brief favoured the creation of a public lending right. The government argued with some persuasiveness that to do so within the Copyright Act would require Canada to make payments to all foreigners whose books were used by libraries which would not be in Canada's best interests. The 1977 government paper, therefore, rejects the introduction of PLR through the Copyright Act. This in turn means that PLR would likely fall under the jurisdiction of the provinces as a property right. The government's logic in this matter seems to me persuasive.

8) **Droit de suite.** This is important to those engaged in the fine arts since it would require payment of a percentage of the sale price of a painting or sculpture on all subsequent sales and the artist would thus gain from any increase in the value of the artistic object. However, this suffers from the same problem as Public Lending Right in that the privilege cannot be extended to Canadians without giving it to all foreigners covered by the Berne Convention. Again the logic of the government seems reasonable. Faculty associations with faculties of fine arts might well consider incorporating the notion of *droit de suite* in their contracts in the sense that if the university buys the painting or sculpture of a faculty member and then resells at a profit, the artist should secure some benefit as well.

9) **Published editions of material in the public domain.** Some Canadian publishers such as the University of Toronto Press publish editions of material which have passed into the public domain. It seems reasonable to provide protection against the photocopying and resale of such editions. Hence the ACTRA/CAUT brief recommended a copyright in the typography (thus preventing copying of the edition but not creating a copyright in the work) and the federal paper so recommends as well, although it reduces the period to 10 years instead of 25.

10) **Copyrights in broadcast and cable systems.** Both the ACTRA/CAUT brief and the federal government's proposals recommend that the application of copyright in these areas be ensured and regularized.

There have always been a number of exemptions to the Copyright Act, some of which are of concern to the members of CAUT.

a) **Fair dealing.** This allows the copying of sections of books or articles for the purposes of an individual's research or study without infringing the act. This is not, of course, the creation of a right but merely provides a defence recognized in law if someone chooses to prosecute an individual for copyright infringement. The

Cont'd on next page

Copyright Or Copy Wrong?

by Bernard Katz

A.A. Keyes and C. Brunet's recently published working paper¹ on Canadian copyright legislation will affect virtually all creators, disseminators and users of information in Canada. Their analysis of the philosophy of copyright and of copyright problems in the light of current technology was undertaken in order to recommend the changes required for a full scale revision of the present Copyright Act². Final recommendations, pending further input as a result of reaction to the working paper, will go to the government some time in 1978. The following remarks focus only on the question of exceptions to copyright protection, particularly as they are related to the photocopying in libraries of published works.

The law approaches copyright as a right of private property, in this case, as a right of intellectual property. Creative authorship is to be fostered through the absolute control of any resulting publication. This right of control extends only to the form of expression and not to the actual ideas or facts. But there must be further limitation of this right in as much as there are public interests that cannot be ignored, namely to maximize the communication and use of information, as well as to make information readily available and accessible.

This need to limit the "natural" rights of copyright holders can be seen in the earliest English copyright law, the Statute of Anne, 1710. For example, by limiting statutory copyright to a specific short time period, and not to be held in perpetuity, the Statute of Anne largely influenced all succeeding copyright law in Great Britain, Canada and the United States. Keyes and Brunet are generally deficient in taking into account the limits necessary to the public interest. They acknowledge that, "The problem therefore lies in finding the proper equilibrium which allows a creator to pursue his rights, and to benefit from the use of his works, but which also assures the entrepreneur reasonable returns." And they go on to say that their paper, "is devoted to a consideration of how this balance may be achieved within the public interest (p.2)."

Unfortunately, when their recommendations are examined in detail, one cannot help but feel that the question of public interest has been greatly ignored. Examples can be found by turning directly to chapter four of the working paper — "Exceptions to Copyright Protection." While it is true, as the authors are quick to point out, that librarians usually favour maintaining and even extending the exceptions afforded under present Canadian law, it is not at all accurate to ignore the role of library users in formulating that view. Nor is it true, "that libraries engaged in supplying copies of copyright material without consent of the owners are in effect using someone else's property without paying for that property," presumably to the detriment of either the creator or the publisher of the property (p.146).

Under the present provisions of the law, even the Canadian Copyright Institute (funded by book publishing and printing concerns) recognizes that, "a person may copy a substantial part of a work for certain purposes, namely, private study, research, criticism, review, or newspaper summary provided he deals with it fairly for these purposes only (pp. 3-4)."³ This concept of "fair dealing" is central to an understanding of those

exceptions allowed under the Act. What does it mean? Does it provide clear guidelines for the user of for the librarian acting on his behalf?

Keyes and Brunet are of some help. They clarify the fact that one cannot be certain of one's ground for pleading "fair dealing" because this provides only a statutory defence at the time of an actual court action. One's ground cannot be readily established outside a court of law. Bruce C. McDonald was much more forthright in his Copyright in context; the challenge of change⁴:

Not every minuscule copying constitutes infringement, and the courts have had considerable difficulty determining in particular cases whether the part copied was substantial. Unhelpful tautologies abound in the reported cases, such as "what is worth copying is prima facie worth protecting", and inquiries as to whether or not the alleged infringement would, if done by the copyright owner, have amounted to an exercise of the copyright. The question can only be one of degree. The court must examine the quantitative and qualitative aspects of the copied piece as they relate to both the original work and the allegedly infringing work. Ten pages of peripheral material need not be "substantial", whereas to copy a different two pages or even a paragraph might well be offensive. As evidential guidelines the courts look to such things as the impact of the infringement on sales of the original and, in the case of music, to whether a person would, on hearing the second work, think of the original. (pp. 23-4).

This really serves to raise the important, and admittedly somewhat rhetorical question: why did Keyes and Brunet recommend the continuation of such an imprecise, ill-defined and useless guideline as to what was legitimately within the public interest?

Referring once more to McDonald, the courts of law in applying themselves to a defence of "fair dealing" look to:

the nature, scope and purpose of the new work; the extent, relative value and nature of the material taken; and the taker's intent. But these guidelines supply little precision. If the defence protects an individual university researcher who photocopies one copy of an article, does it, or more important should it, protect him if he photostats copies for a class? Is the size of the class relevant? What if a library copies a book? Does it matter if the book is out of print? What if a commercial researcher copies a book? These questions, together with the capacity of the fair-dealing defence to handle them intelligently, require careful attention. (p. 24).

Indeed, McDonald goes on to suggest that new solutions are required, especially when courts of law seem to apply as a test the economic values involved, such as extent of investment and impact upon sales. He notes that, "It is legitimate to ask whether this superstructure of rules is not somewhat artificial, fortuitous and, in some cases, undesirably limitative (p. 83)."

Unfortunately, Keyes and Brunet can only suggest that, "the present law of fair dealing should be left unchanged, and at the discretion of the courts (p. 149)." They do move

forward by one small, although important, step in the application of "fair dealing" to libraries. They recommend:

1. That the defence of fair dealing be available to a librarian who makes a copy of material for a user if that user also has available to him the defence of fair dealing.
2. That no further exceptions for libraries be provided. (p. 166).

The second recommendation is footnoted as allowing copying for the preservation of deteriorating or damaged archival materials, and for certain situations related to importation.

Keyes and Brunet clearly did not move forward in their rejection of the request that it should be possible "for a library to make one copy of a particular work for another library" even at the request of a user at that library, and again in their recommendation that, "photocopying not be the subject of any specific provisions (p. 165-6)."

If, as they state, "the concept and doctrine of fair dealing was, initially, an adequate safety valve" but that "the doctrine should not necessarily be enlarged to provide additional exceptions (p. 164)," then they have hoisted themselves on their own petard.

Return for a moment to the statement quoted earlier about libraries "engaging in supplying copies of copyright material without consent" and presumably to the detriment of the author or publisher. In a 1970 paper, later included as an appendix to his submission to the Ontario Royal Commission on Book Publishing, Robert H. Blackburn, Chief Librarian of the University of Toronto, described the results of a two week sampling of photocopying traffic at the Univer-

CAUT AND COPYRIGHT...

from p. 14

ACTRA/CAUT brief recommended the continuation of this defence but did not urge that it be changed or elaborated. Some would like to see such an elaboration (see article in this issue by Bernard Katz). It seems to me, however, that the case law indicates such a range of infringement problems in all areas that regulations would have to be incredibly elaborate to meet all the problems. Some form of blanket licensing for libraries would seem a more reasonable alternative than a web of rules which would be difficult to change.

b) Performance for charitable reasons. The 1977 government proposals restrict copyright exemption for performances for charitable (including educational) objects to those performances "where no person obtains a benefit... and where no entrance fee is charged". The thrust of this seems reasonable even though it will require universities to police all attractions on the campus at which entrance fees are paid or performers employed.

c) Exemptions for education. The ACTRA/CAUT brief recommended that these not be extended and the government's paper accedes to this. The only exception is the performance of copyright material in schools. Here the end desired seems reasonable although the wording does not achieve that end. Presumably what is desired is to allow students to perform copyrighted plays, for instance, in the school for school audiences when there is no payment of entrance fees or performers' fees.

sity of Toronto Library.⁵ The total number of records obtained was 1,768. Dr. Blackburn summarizes as follows:

a) It seems clear from the sample... that library copying deals mainly in serial publications, an area from which authors derive no royalties, and in which publishers have never attempted to meet the public demand for more than a few weeks or months after the production of each new issue.

b) In this sample, the proportion of titles which might ever have been bought from a Canadian agency was only 32 per cent, the Canadian titles were only 12.7 per cent, and Canadian in-print books were only 0.6 per cent. Even if Canadian authors or publishers were being damaged by this copying, the cost of collecting data and analysing it would rule out any kind of specific per-page charge based on identifying what is copied. Of course we cannot be certain to what extent this sample is typical of copying in all Canadian libraries, but its findings are similar to those of samples taken at the same time at Western, Queen's, and Ottawa. At the very least, this sample is highly indicative...

d) It is clear that libraries need to make or obtain single copies of journal articles and of sections of books, for purposes of research and private study. They need to make or obtain photocopies to replace missing pages. They need to copy whole volumes of rare or fragile material, either in microform or in full size, either to preserve as record copies or to lend in lieu of the rare original volumes. They sometimes need to make multiple copies of journal articles which are out-of-print, to meet a surge of demand and to preserve the original copy. They need to do all these things and to make the most effective use of all available techniques

Cont'd on next page

d) Exemptions for libraries and archives. The federal government paper would give libraries and archives a right to copy material to preserve an item which is deteriorating or damaged without infringing the act. This is the only exemption given and is consistent with the paper's view that copyright deals with the rights of authors. Thus the paper does not wish to change the copyright in regard to personal papers deposited in libraries or archives and prefers this to remain a matter of contract between the parties. Nor does it propose any exemptions or changes in regard to photocopying.

The CAUT will be drawing up a brief to the government to respond to its 1977 paper. The main heads of that brief will be discussed at the CAUT Executive meeting this month and a brief written by January when it is required by the government. Those who submit briefs will likely be requested to attend a federal government conference in April 1978 after which the department will make its final recommendations for legislation. There is no doubt that significant gains have been made in the 1977 government paper although there are still serious loop-holes. It seems likely that the government will listen to further suggestions and that there is a real possibility of sound legislation. Nevertheless it is unlikely that such legislation will preclude the need for adequate local contracts to protect the rights of faculty members.

Donald Savage is Executive Secretary of the CAUT.

if they are to meet the public need for information. The current efforts to establish regional and national specialization of collections, and co-ordination of information systems, would be completely negated if libraries could not continue to do these things without fear of breaking the law. (p. 9).

In the same paper, Dr. Blackburn also cites a survey carried out by the University of British Columbia. This survey asked library users what action they would have taken if photocopying had not been possible. Of the 181 respondents: 72 percent opted for hand copying; 19 percent would have given up; 5.5 percent would try purchase; and 3.5 percent were honest enough to say that they would tear out or steal what they needed. Blackburn comments:

If indeed 5.5 per cent should seek to buy copies (i.e. 3 out of 54 Canadian monographs) one wonders whether the titles would be in print and available. We looked for the 54 in the latest issues of *Canadian Books in Print* (1968) and *Books in Print* (1969) and found only ten of them. Altogether, 140 pages were copied from these ten. If the authors or publishers of these ten books were to show that their rights had been infringed or that they had been damaged in any way by the copying of these 140 pages, then a system of payments would have to be established; but the system would have to take account of the costs of accounting, (p. 9).

This leads right back to Keyes and Brunet, who offer the view that, "the collective exercise could clear up many of the photocopy infringement problems, as well as the problem of enforcement." They go on to recommend:

That any new Copyright Act allow,

as it does presently, and encourage the formation of collectives to protect authors' and publishers' interests, under the supervision of a government tribunal. (p. 165).

But they have not adequately addressed themselves to the costs of collection and the way these costs compare to the true extent of serious infringement.

Fortunately, there is a major national study of photocopying patterns in large academic and research libraries.⁶ This was carried out from March, 1969 to December, 1970 by Basil Stuart-Stubbs, Chief Librarian at the University of British Columbia, for the Canadian Association of College and University Libraries' Committee on Copyright Legislation. The study analyzed responses from 41 of the 46 member libraries polled. Again, it is worth noting the summary points:

In summary, and in approximate terms, the study has established that:

At present, Canadian universities have slightly over a thousand copying machines.

— About one fifth of copying machines at universities are within the jurisdiction of libraries.

— Copying machines in university libraries are almost evenly divided between coin-operated and staff-operated machines.

— Copying machines in university libraries produce about fifteen million exposures per year for all purposes.

— About half of these exposures involve published material.

— Eighty percent of published material which is copied on library machines is owned by libraries.

— About a quarter of published

material which is copied is of Canadian origin.

— Slightly over a million exposures per year are taken from books and periodicals of Canadian origin.

— About half of these exposures were taken from materials published before 1965, and half after.

— The average number of pages copied from Canadian books was about 8, and from Canadian periodicals, about 9.

— Faculty members and graduate students copy published materials more often than undergraduate students.

— About one-twentieth of all Canadian books and periodicals copied are subjected to recopying. (pp. 38-9).

In fact, of all the Canadian books copied, only 4 percent were involved in multiple copying; of the Canadian periodicals copied, some 5 percent were re-copied. This compares to the limited sample taken for the Blackburn study that showed only 1 percent of the sample involved multiple copying. Thus, at the University of Toronto, in 1,750 out of 1,768 different items photocopied there was no duplication of pages copied. Stuart-Stubbs was clear in his conclusions:

That the interests of authors and publishers are damaged by copying has not been demonstrated, although it has been vigorously alleged. In the light of the information now available, it would seem impossible to demonstrate. The numbers of individual items involved in copying is too large and the number of copies taken too small to show that any single Canadian author or publisher has been materially affected.

A system for the collection of royalties, at present levels of copying, would be impractical and harmful to the broader interests of society in providing access to information for educational purposes... (and) the work of collecting and distributing information and royalty payments would be enormous. (p. 40).

In the area of scholarly publication, it seems almost self-evident that authors seek the widest dissemination of their material. Keyes and Brunet have ignored the role of libraries in this enterprise. At the C.A.C.U.L. Copyright Workshop held in Montreal last June, Susan Klement of Information Resources pointed out that, "Nowhere in the working paper is the contribution of librarians toward the organization and dissemination of copyright materials recognized."

Publication itself is often achieved at direct cost to creators or taxpayers, or both. More often than not in technical and scientific disciplines it is the author that pays a substantial per page fee to a journal once his paper has been accepted for publication by the editorial board. Substantial tax assistance ranges from straightforward research and publication grants to individuals, through subventions that pick up the tab for expected publishing losses on a particular book, to massive financial aid to individual Canadian publishers, directly and through tax relief.

The recommendations made by Keyes and Brunet in the areas discussed here do not adequately take measure of the contemporary problems, nor do they realistically balance the interests of creators, disseminators and users of information. McDonald put it most succinctly when he wrote:

The constant question is the extent to which private rights should be conferred to secure the public interest. Just as we must not permit technological advance to erode the content from past decisions on this issue, without re-evaluation, so would it be inexcusable to enslave modern technology by the scientific limitations of the eighteenth century. (p. 85).

REFERENCES

1. Keyes, A.A. and C. Brunet. *Copyright in Canada; proposals for a revision of the law*. Ottawa: Consumer and Corporate Affairs, 1977.
2. Canada. *Revised Statutes of Canada*, 1970, Ch. 30.
3. Canadian Copyright Institute. *Brief to the Royal Commission on Book Publishing*. Ottawa, 1971.
4. McDonald, B.C. *Copyright in context; the challenge of change*. Ottawa: Economic Council of Canada, 1971. Background study to the Report on Intellectual and Industrial Property.
5. Blackburn, R.H. "Canadian content in a sample of photocopying." In R.H. Blackburn and D.G. Esplin. *Brief submitted to the Ontario Royal Commission on Book Publishing*. Toronto, 1971. Appendix II.
6. Stuart-Stubbs, B. *Purchasing and copying practices at Canadian University libraries*. Ottawa: C.A.C.U.L., 1971.
7. Klement, S. Paper read before the C.A.C.U.L. Copyright Workshop, Montreal, June 11, 1977.

Bernard Katz is Librarian at Guelph University and is a frequent contributor to Canadian periodicals dealing with higher education.

Model Clause on Academic Freedom for Collective Agreements and Faculty Handbooks

The common good of society depends upon the search for knowledge and its free exposition. Academic freedom in universities is essential to both these purposes in the teaching function of the university as well as in its scholarship and research. Academic staff shall not be hindered or impeded in any way by the university or the faculty association from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such legal rights. The parties agree that they will not infringe or abridge the academic freedom of any member of the academic community. Academic members

of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to basic research and teaching on an honest search for knowledge.

Model Clause On Discrimination for Collective Agreements and Faculty Handbooks

The parties agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee in regard to any matter including salaries, rank, appointment, promotion, tenure, permanency, reappointment, dismissal, sabbatical leave, fringe benefits, or any other terms and conditions of employment by reason of age (except for retirement as provided for in this collective agreement or faculty handbook), race, language (except where the lack of language competence would clearly prevent carrying out the required duties), creed, colour, ancestry, national origin, political or religious affiliation or belief, sex, sexual orientation, marital status, family relationship, personal or social life style or behaviour, clerical or lay status, physical handicap (except where the handicap would clearly prevent the carrying out of the required duties), place of residence, membership or activity in the association. The parties agree, however, that no member of the association or union

or person acting as an officer of the university shall take part in formal discussions or vote with regard to the determination of any term or condition of employment of a member of his/her immediate family.

*or whatever term is used to describe permanency for librarians.

Note: (to be included with the model clause)

If a collective agreement or faculty handbook entrenches existing procedures for dealing with renewal, promotion, tenure, etc., there should be a clause to state that any complaint of discrimination or violation of academic freedom should be subject to the grievance and arbitration proceeding of the agreement or handbook and that the arbitrator should be free to rule on substantive as well as procedural issues. In no cases should allegations of discrimination or violation of academic freedom be referred back to the committee or individuals who made the original judgment.

As a consequence of collective bargaining, whether by special plan or through certification, it has become necessary to translate certain key CAUT policies which are expressed in general terms in the CAUT Handbook into model clauses which associations can propose for insertion in agreements. Thus last year the CAUT Council has approved such model clauses in the area of academic freedom and the prohibition of discrimination. These were approved by the Academic Freedom and Tenure Committee and the Collective Bargaining Committee prior to the Council. These clauses are printed on the left. In addition certain matters are of a highly technical quality which the CAUT Collective Bargaining Committee considered to be most usefully rendered in the form of a model clause. These included copyright and patents. The copyright clause is printed on p. 12. The patents clause will be printed in the next issue of the CAUT BULLETIN.

Ottawa notes

by Jill Greenwell (CAUT)

New Assistant Secretary of MOSST

Dr. H.R. Wynne-Edwards is the new Assistant Secretary for the University Branch of the Ministry of State for Science and Technology. He replaces Dr. Livia Thur who is now with the National Energy Board. As one of the four Assistant Secretaries who are responsible for the four main areas of Government, Industry, University and Corporate Services in MOSST, he is expected to play a crucial role as a member of the Canadian Committee on Financing University Research. He will also be responsible for policy related to university research. Dr. Wynne-Edwards, a geologist, and President of the Association of Scientific and Technical Societies of Canada (SCITEC), has been an active participant in numerous professional bodies. He is a former Cominco Professor and head of the Department of Geological Sciences at the University of British Columbia.

Canada's First Freedom of Information Act.

Canada's first freedom of information legislation became law in Nova Scotia November 1, 1977, giving citizens the right to request and obtain information on a wide spectrum of government activities and business. Among other things, the law provides access to information on departmental organization and instruction to staff that affect the public, statements of general policy or interpretations of general applicability, final decisions of administrative tribunals, a department's programmes, policies, regulations and annual reports. Crown corporations fall within the provisions of the Act, but any information of a personal nature, (i.e. concerning a person other than the individual requesting the information) is excluded. Also excluded is information which could result in personal gain, affect negotiations in progress or limit a department's ability to function on a competitive basis. A major flaw of the legislation, and one which has received a great deal of criticism, lies in its appeals procedure against a denial of information: from a Deputy Head to the Minister, then up to the House of Assembly, provided an appellant can persuade a Member of the House to make a motion in accordance with the Assembly's Rules and Forms of Procedure for access to information.

(The CAUT Brief on Freedom of Information, which will be submitted to the Federal Government in the near future, strongly advocates an independent review mechanism against a denial of information and rejects the current procedure which authorizes the minister to be the final arbitrator of what can or cannot be released).

Presidencies of the Research Granting Councils

The federal government has delayed the appointment of a new President of the Medical Research Council to replace the late Dr. G. Malcolm Brown who died in May 1977. (Dr. Jean de Margerie, Vice-dean of Research, Faculty of Medicine at the University of Sherbrooke has been appointed Acting President on a part-time basis). The government has also delayed public proclamation of the new Social Science and Humanities Research Council and the appointment of its head. Following the refusal of a number of individuals approached unofficially to accept the presidency it is now rumoured that the government may be considering the appointment of part-time persons from the academic community, or alternatively, the appointment of full-time civil servants to these two positions. The Social Science Federation of Canada, the Canadian Federation of Biological Sciences and the CAUT are writing the Prime Minister and the Ministers for MOSST and Health and Welfare and the Secretary of State expressing their concern at the delay. The group will point out that the appointment of anyone other than a full-time president who is a recognized and respected scholar is likely to meet with strong objections from the research community.

Orders-in-Council

Of the 3,326 Orders in Council made by Cabinet in 1976, 760 dealt with appointments (including salaries), 653 fell under the rubric of Regulations and Statutory Instruments, 481 dealt with Crown lands and other property, 289 with contracts and other agreements, 234 with Pardons and Revocations (under the Criminal Records Act), and the remainder with such things as Remission Orders, Railways, ex gratia payments, Grants and Gifts, etc.

United Nations University

Approximately 120 representatives of government departments, universities, academic and research associations, including the CAUT, attended a consultative meeting on October 27 in Ottawa to hear officials of the United Nations University explain its philosophy and programmes, and to obtain Canada's commitment to support the institution. Established in 1975, the UNU is to concentrate on pressing global problems of human survival, development and welfare through an international network of scholars, engage in research, post-graduate training and dissemination of information. The university has no campus, or undergraduate programmes. Its main programmes are devoted to three main areas: world hunger, human and social development and use and management of natural resources. Unlike other UN agencies which are financed through annual subventions, the UNU's income will be derived from an Endowment Fund (eventually projected to reach \$US 500 million) and from government and non-government support of specific projects. UNU officials are seeking a financial commitment from Canada. Canadian officials have indicated that the government may be prepared to consider contributing financially to the institution if there were sufficient support from the academic community.

MONOGRAPHS... from p. 4

funding of scientific research, with the problem of the federal provincial funding of universities and with the impact on the Canadian academic community of the country's learned societies. At the same time work is being done to have the titles published in French.

Both the CAUT Publications Committee and the general editor of the series would be pleased to receive

ideas for new titles. It should be emphasized, however, that experience has shown that the time lapse from the moment editor, author and publications Committee are agreed about a work until its appearance in the series is at least two years.

Naomi Griffiths
General Editor
CAUT Monograph Series

Atlantic Report

The Acadia University Faculty Association and the University's board of governors reached accord on a draft collective agreement 24 hours before a scheduled faculty strike meeting. Negotiations for this first collective agreement have dragged on for almost one year, and were suspended recently when the board of governors revoked three "signed off" items that have been previously agreed upon by both sides. According to Prof. R. C. Lewis, Vice-president of AUFA, now "everything has been agreed upon." However, the much publicized McCarthy case has not been solved. Professor Robert McCarthy was dismissed from the Acadia's school of music in 1975. The AUFA, claiming wrongful dismissal, has been seeking arbitration of the case as part of contract negotiations. At one point the university offered a \$20,000 settlement for Prof. McCarthy, but this was refused by him and the faculty association.

At another point during the negotiations, the administration ignored a compromise proposal put forward by a provincial conciliator and declared the McCarthy case unnegotiable.

The faculty association adopted a resolution "that the AUFA reserves the right to continue its efforts to pursue and achieve a just settlement of the issues of grievances involved in the case of Prof. Robert McCarthy."

The Mt. Allison University Faculty Association recently polled all faculty and professional librarians eligible for Association membership to find out whether they were interested in collective bargaining for the Mt. Allison University academic staff. (The vote was 61 to 27 in favour). On the question of certification under the relevant labour relation legislation, 45 people voted in the affirmative, while 13 opted out for an agreement outside the New Brunswick Labour relations Act, preferring a "special plan" arrangement. The vote was held last month following a positive result of an earlier "opinion survey" administered by the faculty association asking whether there was a wish to seriously consider the question of faculty collective bargaining.

The Association of University of New Brunswick Teachers is engaged in a certification drive. The campaign, expected to continue through January, is the result of the university's refusal to recognize the faculty association as bargaining agent for faculty and librarians when the faculty association applied for voluntary recognition last April. The AUNBT represents approximately 60 per cent of eligible members, including librarians. Indications are that the certification drive is expected to increase this figure considerably.

The St. Francis Xavier Faculty Association is studying the merits of voluntary recognition. The move was sparked by a motion to investigate the broad question of voluntary recognition and collective bargaining. The faculty association recently held a general information meeting on the subject. Dr. E. Monahan of St. Mary's University and NSCUFA consultant attended the meeting and provided background information.

The Mt. Saint Vincent Faculty Association has increased its membership by 15 per cent over last year, to 140 members. The figure represents 100 per cent of all full-time and 85 per cent of part-time teaching staff.

The faculty association is concerned with its role in providing "good teaching", according to association president Prof. L. Spencer. The association set up a standing committee on teaching, which will examine items such as student and peer evaluation. In addition, the faculty association held a "Faculty Day" last September. Dr. Gottfried Paasch of York University conducted a series of lectures and exercises aimed at making faculty members more sensitive to their role as teachers. The lectures examined student faculty interaction, ways of conducting better lectures, problems professors encounter in the classroom, etc.

The St. Thomas University Faculty Association is in the process of negotiating the 1977-78 collective agreement — its second contract. To date, the parties have settled the non-monetary parts of the document. However, a major item still to be considered is a career development plan. At press time the faculty association was drafting a reply to the university's offer and looking towards the end of November as possible time for a final negotiating session.

CAUT Committee on Collective Bargaining

The CAUT solicits nominations to its Committee on Collective Bargaining for three year positions commencing July 1, 1978. Nominations should be sent by March 1, 1978, to Donald C. Savage, Executive Secretary, CAUT, 75 Albert Street, Ottawa, Ontario, K1P 5E7.

A nomination should have the approval and be accompanied by the curriculum vitae of the nominee.

The Scholar's Apprentice

by Jacob Neusner

Works of Scholarship, like works of art, cannot be mass-produced, and neither can the scholars or the artists of the next generation. For the scholar is not someone who merely knows more than other people. The scholar is someone who lays claim to know something in fresh and interesting ways. Scholars are distinguished from merely learned people, just as poets are not merely those who appreciate and memorize poetry or even those who make poetry, but who know the good from the ordinary in poetry and make good poems.

It follows that the education of scholars is not only different, but discontinuous, from the education of informed people. Not all bright and interested undergraduates are suited to the discipline of graduate education, and not all who want to call themselves professors should enter the calling. Mere profession of enthusiasm and interest in a subject or discipline does not suffice.

For what is called for is something else, and how to define and pass on this quite distinct and distinctive attribute of mind is the continuing task of those engaged in the making of scholars: the nation's graduate educators.

Four traits of mind characterize the scholar, young or old, and none of them can be taught, but only exemplified. The first is holy simplicity, the desire to rethink important propositions and to ask how they work and why we have been compelled to accede to them. The second is the capacity to take important intellectual initiatives, to ask questions in addition to accepting answers, to want to know not only more about what is known, but also something others have never asked. The third is the complete engagement with the work, the entire devotion to the task, to the exclusion of all else, at the moment of the doing of the work—which we may reduce to one word: concentration. The fourth is love for the work, therefore the finding, in what one is doing, of the full and whole meaning of life.

Any one of these traits of mind without the others yields not the scholar but the intellectual: a politician of ideas, a dealer in manufactured and available notions, an amateur with bright ideas and a dabbler in many things. To put it differently without these traits of mind, intelligence yields a reviewer of books, a mere teacher, a good guesser, and a Sunday painter. All of these have their place in the economy of the mind. But none of them aspires to high things, and none of them can know failure.

There is simply no way in which someone can be shown techniques of taking intellectual initiatives: how to ask questions, how to draw analogies from the known to the unknown, from the done to the unattempted. It follows that in graduate education we aspire only to exemplify—or, more honestly, adumbrate—the things we try to be. We educate our doctoral students by example as much as by word. For what they see in us naturally becomes the model of what they want to be. If, then, we read or hear their work with a simplicity which leads to ask What does this mean? we show it is no shame to ask, but scandal to pretend to grasp obscurity. If we respond to their ideas by asking questions they have not thought to ask, we exemplify the taking of intellectual initiatives. If they see us patiently and constantly at our labor, it they perceive in our mode of life and use of time dedication to the task at hand, then we do not have to tell them the meaning of hard labor. And if they find in us not merely dedication to the work but the example of fulfillment in the labor, then there is no need to talk with them about finding happiness in the obscure and mostly never-acknowledged and unrecognized life of the mind which is all we have to give them as a future.

Graduate education takes place in two dimensions. The first is in the acquisition of the knowledge needed to do the work. The second is the apprenticeship to those who teach the work by doing it. Undergraduates are well served by great professors, people who teach what is known in a responsible and conscientious way. Graduate students, needing this same form of excellent instruction, require another as well. For them, the model of the scholar at work is required. The right relationship is one of apprenticeship to the craftsman, not merely student or disciple to the teacher and master. These diverse relationships begin and end together, but they work differently. The disciple learns from the teacher. The apprentice does what the craftsman does. Disciples succeed when they know what the master knows. Apprentices know success when what they make sur-

passes what the craftsman has ever made. The teacher reproduces learning through the minds of students. The craftsman wants above all for the apprentice to become the master, to transcend the limits of the craft as practiced by the craftsman. It follows that graduate education is best left in the hands of craftsmen, the makers of things of learning. The comfortable setting for graduate education is not so much the classroom as the study, not the place in which results are announced but the laboratory and library where they were attained.

While many kinds of learned people are fit to teach, only scholars are suited to create more scholars. For only the person who works in the laboratory or library and shows others how to work by practicing the craft in public, in the presence of apprentices, can do what needs to be done: teach by example, so others may learn by doing. With a measure of hesitation, I may report how I have chosen to do this, because in the humanities it is, to my knowledge, a distinctive thing.

My conviction is that just as we never cease to be students and disciples, even while we labor as scholars, so those who come to join us in our craft never serve only as students and disciples, while awaiting the day on which they too will become scholars. We always are learners as well as teachers. So too even beginners should take up the task of scholarship, while still acquiring the requisite knowledge and skills. We learn by doing. And, while doing, we always learn. So there is no postponing the work of doing until we have learned all we need to know. We never know all we need to know to do what we want to do. When, therefore, students join our graduate program, they find themselves plunged into an on-going seminar, which meets 12 months a year, and which is devoted to an immense labor, in which all participate. It is a kind of laboratory, therefore, for the conduct of researches into a common problem by individuals, working together, from different angles, and on different data.

A graduate student is educated by example as much as by word

In the natural sciences this kind of collective research project is commonplace. So far as I know, in the humanities it is not. We have taken for ourselves a problem of the most fundamental character and importance. We labor at it over a great many years (in my own case, two decades now). The facts required for the solution of the problem are so numerous and difficult of access that there is sufficient work for all to do. The documents on which we work, while immense, also exhibit the requisite cogency, so that, when we have results, we are able to talk with one another about them. Since the seminar brings together students who have worked for four or five years with those just beginning, a continuing tradition takes shape. Much of the work of teaching is now in the hands of the older students, with the younger ones, in time, taking their place at the head. In time, I hope, the work may pass entirely into the hands of others, since I shall have taught all I have to teach and may, therefore, go about my business.

The practical policy, therefore, is to give a student a long-term project on the day on which studies commence, and to keep the student at the work for a period of four or five years. The practical result is a piece of work that is done in public, for the student will read the research reports, which ultimately constitute a dissertation, over a long period of time. The other students will both criticize and learn from the results. When, at the end, a dissertation results, it is one that has emerged from a long process of public criticism of detail and refinement, one that has responded to the questions and problems of others. Line by line and paragraph by paragraph, the work unfolds, subjected to many eyes and many minds. It is, of necessity, a work of consuming detail. The task of holding the whole together and seeing its larger traits, or remembering why, in the end, we are telling ourselves these things, is not invariably accomplished. I have to point to one disadvantage of this mode of graduate education through apprenticeship, and one advantage.

The disadvantage is that the student must make a

commitment to a long-term project before he or she is ready to exercise independent taste and judgement. And this means more than that the student enters into a frame of reference while still too malleable. It also raises the specter of the formation of a rather tight, impenetrable circle of people who talk only with each other and agree to disagree only about trivial matters that is, a scholarly cult or an academic sect. In order to overcome the tendency toward sectarianism bred by our peculiar system, every summer I call together a "conversation", in which other scholars in our field as well as their graduate students are invited to join in discussion of common issues. That is how we seek in deeds to teach the lesson that others have important things to say, and that ours is not the only, or the most important, approach to the common tasks of learning. Second, our students are encouraged to pursue studies elsewhere, in the course of their graduate education, and so to learn important things, essential to our own work, which we do not teach but need to know. Third, the students faithfully attend the meetings of learned societies in our field and related fields. There they confront for themselves other academic agenda and diverse methodologies.

This brings me, finally, to the advantage to which I have alluded. I think the most difficult thing for scholars to learn is to learn from other people, to preserve an open mind to the ideas and insight, even to the questions and scholarly programs, shaped by co-workers. It is in the nature of our work, requiring, as it does, single-mindedness and dedication, that we face the temptation to dismiss as unimportant the questions and inquiries of others. It is not because they threaten the results we seek or the methods to which we are committed, but because those questions are distracting. The real sectarianism is that expressed by the one alone, the individual scholar who forms a clique unto himself or herself. This attitude of self-sufficiency, this incapacity to learn from others except what one needs to the particular task at hand, closes the path to scholarly greatness.

I have defined the problem at some length, because I perceive it to be a common failure of scholars, particularly of publishing scholars, and because I believe our system at Brown is able to solve it. For what we impart is the lesson that we do learn from others, we always carry on our work alongside and with the help of colleagues, and we must learn to listen to, to concentrate our minds upon, the concerns and problems of others. If our students learn that what they want from others is not approval but insight, then we have opened the way to great achievement.

This observation leads to the final question: How do we measure the success of our work in graduate education? It is, alas, a measure we are not apt ourselves to be able to take: the long-term results in education and scholarship accomplished by our students and theirs. If we succeed, we open the doors of learning to the coming generations. Our young apprentices go forth to do the work of the craft, knowing something about teaching and much about the self-conscious and articulated requirements of learning. And if we fail, then we foist upon the coming generations still another clique of closed-minded, self-important careerists, people who impose dogma and tell this-and-that to whom it may concern, rather than craftsmen who, having turned the wheel ten thousand times, still wonder at the potentialities of the wheel, the clay, the pot, and the hands.

My own ideal, already partially fulfilled, is for my work to be made obsolete, of mere historic interest, by the much better achievements of my apprentices. That is the only way I know to transcend self and to surpass my own limitations. The stakes in graduate education are high. The obstacles are formidable. Those from without divert our attention. It seems that there is a cycle which regularly requires us to defend this work and to persuade the university of its worth. Perhaps that is healthy, but it also is distracting. For the more formidable obstacles are those of the spirit and the flesh, the challenge of tough and intractable clay, infirm and unskilled hands, a wheel on a wobbly pivot, and the pot none before has ever imagined, or yet made—that one of which we dream.

Jacob Neusner is Ungerleider Distinguished Scholar of Judaic Studies at Brown University.

Reprinted with permission of The Chronicle of Higher Education, May 31, 1977. Copyright (c) 1977 by Editorial Projects for Education, Inc.

Stereotyping roles?

Jill Vickers and June Adam. *But Can You Type?* Canadian Universities and The Status of Women. CAUT and Clarke Irwin Company Ltd. Toronto 1977. Pp. 142. \$5.95.

But Can You Type? Canadian universities and the status of women is the first volume in the proposed CAUT Monograph Series. Designed to bring the concerns of CAUT to a wider public than its membership, *But Can You Type?* exposes the discrimination against women both as students and as practising academics with the universities.

The book relies heavily upon statistics to verify what many within the university have long suspected. Female academics with the same or equivalent qualifications as their male colleagues receive less pay and fewer promotions. Women students congregate in the non-scientific and non-professional programmes and experience a degree of discrimination which perpetuates this tendency. Unfortunately, no statistical data for the period 1970 to 1977 is included. As a result the book becomes an interesting study of the universities and their treatment of women in the 1960s. It fails, however, to emphasize the urgency of the problem today, not because the problem no longer exists but because it has not been presented to the reader in its most recent guise.

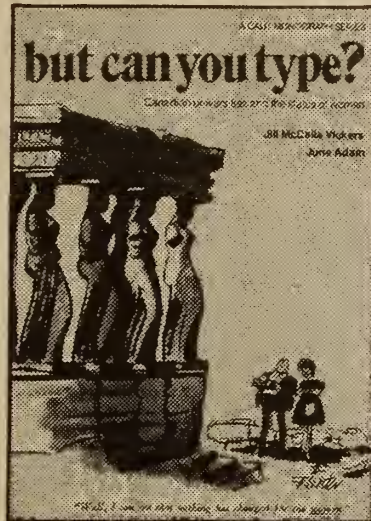
The authors want to see more women entering the scientific, professional and business programmes of the universities. This, they believe, will broaden the power base of society. Once in positions of prestige women will use their power and influence to help their less fortunate sisters. But how far will this go? Even the authors admit that in many societies the concept of class outweighs the concept of sex. Which interests will dominate the professional woman—class or sex? While the authors believe sex solidarity will win out they provide no reasons for believing so.

If the authors see women in positions of power bringing about change in the status of women, they see the university as the key. It, after all, controls admittance to professional and higher occupational training. However, the universities have been lax in providing opportunities for women. Relatively few women enter academe and those who do seldom find themselves in positions of power.

More serious than the discrimination against women academics, however, is that against women students. The authors point out that access to a university is not necessarily equal in opportunity. In exposing this *But Can You Type?* becomes a blueprint for action.

Universities are geared to the male life-cycle. Men are predominantly continuous full-time students whereas women are heavily represented in the interrupted part-time category, often because of the exigencies of pregnancy. Yet part-time programmes at most universities are understaffed, with few senior academics involved and with little financial aid available for students. The result is often a second class education.

Discrimination occurs in the non-academic arena as well. Day-care facilities (again more heavily utilized by women than by men) are not always available and when they are, often restrict their services to full-time students. Universities are constantly serving special interest



groups—generous support for athletic programmes for those students so inclined; special facilities for handicapped students; parking lots for those with cars. Why, then, refuse to meet the particular needs of women?

Good part-time programmes, day-care facilities and more equitable financial aid will not solve the problem of sex discrimination which in the final analysis is rooted in society. Time and again the authors come back to their main argument. More women must go into the professional fields and thus expand the power base of society. Yet if left to themselves they will not. Young girls are socialized into traditional feminine spheres and by the time they reach university few seriously consider entering non-arts fields. Universities, the authors insist, have a responsibility not to reinforce this stereotype, and to make a conscious effort to encourage women to go into these fields or at least bring the option to their attention. Admittedly many will not have the high-school credits to enter a scientific programme for example. But if universities can provide remedial courses in English, as more and more are doing, surely they can do so in science.

Obviously the reforms suggested cost money. The authors realize this and their book is designed not only to increase public awareness of a serious problem and as a guide for action by the universities but as a cry to the government for help as well. The government will have to live up to its commitment of equality as well as the universities and the one way it can do this is by providing the funds so that the university experience is equitable for both women and men. Given the economy in its present state, however, the chances of this are slender. It is always easier to devise solutions to a problem than to pay for them.

What underlies the authors' concerns is pragmatism. *But Can You Type?* does not question the values of a material and power-oriented society. Those values are not going to change in the foreseeable future and the authors believe that women will have to learn to play by the rules. Certainly this is an acceptance of the system which will not be greeted with favour by all. What the authors seem to be doing is setting up a structure of status for women to conform to that of men. A woman lawyer will receive more esteem than a housewife. Instead of questioning why the lawyer should be deemed more important than the housewife the authors have simply decided to accept the present value system.

In this they fall within the stream of reform feminism which goes back to the nineteenth century in Canada. Yet is this enough? The image of woman is one rooted in society. But why? What caused it and what reinforces it? Is the solution amelioration of the system as suggested or a significant change within the structure of society. Perhaps the two positions are not as far apart as one might suspect. The authors, I think, accept implicitly that any redistribution of power in a society, in this case to women, would be revolutionary in impact.

It is not the above, however, which will raise objections to the book from some within the university community. The authors argue, with reason, that university education is seen by male students as professional training. With female students this stress is not so strong and so they are

more free to study according to their interests. Unfortunately this limits women's opportunities for employment upon graduation. I would imagine that the assumption that a university education is job training will raise some enmity from those academics who envision education as life preparation and concerned only with the joy of learning. But then the authors are talking of what is and not what ought or what one would like education to be.

But Can You Type? is a provocative book. I question some of the underlying assumptions of the authors but cannot deny that their examination has revealed the hypocrisy of equality of opportunity as practised by Canadian universities.

Wendy Mitchinson

Just Reward

Howard P. Tuckman, *Publication, Teaching and the Academic Reward Structure*. Lexington: D.C. Heath, 1976.

This is a technical book written by an economist with an impressive breadth of consulting experience in the public sector of the United States. It should prove useful to those closely involved with economic benefits and incentive systems. While many of the examples and statistics may be inapplicable because of the American orientation of the book, the procedures and caveats would appear to be valid for the Canadian situation as well.

The author attempts to establish a model "capable of quantifying the impact of alternative policies and economic outcomes" at the departmental, institutional, and national levels for university employment, evaluating some of the characteristics and shortcomings of traditional models and sets of assumptions about supply and demand as they apply to universities. By regression analysis, Tuckman examines the various salary determinants and establishes the relationship between salary incentives and teaching and research excellence, as defined in a number of ways. In addition, he examines the institutional assumptions which underlie the data.

The findings derived from regression analysis are not particularly surprising to anyone acquainted with universities. There are loose connections between publishing and pecuniary reward (though diminishing). Outstanding teaching is seldom recognised by salary increments, and when it is, it is recognised much more meagrely than publication. And "in all fields with the exception of anthropology, those currently engaged in administrative activities receive a large salary increment". (The exceptionality of anthropology is not, alas, elucidated). The pyramidal university is, as we all know, afflicted by a host

of absurdities and anomalies in its salary structure and evaluative mechanisms, caused in large part by a history of muddling through with *ad hoc* arrangements. Hence, some delicious statistical paradoxes arise—with respect to skill and reward differentials by sex, for example:

Apparently, female faculty who have published a number of articles equivalent to those of their male counterparts receive a higher salary increment on the average for publication. This may be due to the fact that fewer females than males publish. If so, a sudden burst of publications from females could wipe out the observed differential. Alternatively, it might reflect some other characteristic of females who publish; for example, continuity of stay in the labor force... In contrast, females with an equivalent number of books to males earn less of a salary increment. Outstanding teaching is not rewarded in any meaningful sense for either sex, and public service and administration yield higher returns to male faculty than to females.

There, indeed, is food for several different banquets of thought.

While a number of general issues such as this are treated, much of the book assumes a fair degree of technical sophistication on the part of the reader, so that while it will be valuable to members of salary committees, it is not particularly easy sledding for innumerate (such as myself). For its principal users, its usefulness would have been enhanced if it had included a bibliography, though previous works in the field are amply examined in the body of the text. Nonetheless, this is a book which, while it drops no bombshells, combines a high degree of technical expertise with sane and literate generalisations about the haphazard and ramshackle nature of the academic rewards structure.

G.P. Jones

About our reviewers.....

Wendy Mitchinson teaches history at Mount St-Vincent University... Gordon, P. Jones is President of CAUT and teaches English at Memorial University... David Williams, former Associate Executive Secretary of CAUT teaches English at McGill University.

Participatory university decision-making: a myth?

Léo Dorais. *L'Autogestion Universitaire: l'autopsie d'un mythe*. Les Presses de l'Université du Québec. Montreal 1977.

The Canadian Association of University Teachers' censure of Université du Québec à Montréal (UQAM) was due to a case of violation of Academic Freedom considered by CAUT Council to be the most flagrant it had ever seen. Stated most briefly, it involved the non-renewal of an entire faction of professors in Philosophy with two months' notice, while renewing the contracts of all of the members of the other faction in 1970.

In his book *L'autogestion universitaire: L'autopsie d'un mythe*, M. Léo Dorais, then rector of UQAM and now Vice-President (Policy Branch) CIDA, suggests that the intervention of CAUT in the affairs of UQAM was decisive in destroying participatory democracy at the institution (I take autogestion in the sense of participatory democracy). His basic theory is that CAUT represents the classical view of the university and its governance which was unapplicable to the revolutionary vision of UQAM, and through its interference AF&T Committee of CAUT contributed to the unionization of the institution, which is in itself contrary to "participation":

"La rhétorique universitaire de l'ACPU exigeait de l'Université du Québec qu'elle vive selon les canons universitaires recus, tout en professant de maintien du mythe de l'université nouvelle" (p.89).

What in fact CAUT insisted upon was the normal protection of the academic freedom of the Université du Québec's professors, even those who were not part of the dominant clique. Such a de-

mand originates in natural justice and the integrity of the profession rather than the "received canons" of university governance. If as a "new University" the Université du Québec could not or would not even guarantee professional liberty, in what value could consist its "newness"? Throughout his book, unfortunately, we see M. Dorais hold up the idea of "Autogestion" as a value so enormous that all other values may be summarily done away with in its name.

The author makes a particular point of the fact that CAUT in insisting that UQAM re-instate the non-renewed professors was requesting retroactive application of its principles (p. 84). But this is to intimate that the principles in question were peculiar or technical, whereas they were common and natural. Pretending that one is not obliged to stop committing an injustice because it is already underway is rather like the child caught with his hand in the cookie jar asking to be allowed "just this one". Indeed, it seems to me that M. Dorais is less than morally sincere when he recalls to the reader UQAM's promise to "completely respect the labour code" (p. 81) and further reveals that \$22,028 in indemnities was paid. The report of the CAUT Investigating Committee reveals the nature of the administration's motive for "complete respect" of the code: "Of the three solutions which had been proposed to the administration; (1) that of the association des professeurs de l'UQAM which asked for a monetary settlement of one year's salary; (2) that of CAUT to which we refer above (renewal) (3) that of the application of the labour law in this case, the administration chose the latter of the

three. This would mean that the administration owed the professors a monetary settlement equivalent to the difference between the date on which the professor received his notice and April 1 (i.e., 60 days approximately) (p. 19). That is to say that, revolutionary as the Université du Québec may have thought itself, the administration reacted quite conventionally when faced with a choice essentially of paying \$22,000 or \$132,000 in compensation to unjustly treated faculty.

The rector also intimates that CAUT's intervention was essentially anti-democratic: "Finalement, c'est donc contre le pouvoir du Conseil de module de déterminer le programme que le comité d'enquête s'en prend." (p. 83). The Committee of Inquiry makes clear (pages 11-13) that the ideological dispute inherent in the case was fought out by two sides—a majority of professors in the Philosophy Department and the conseil de module. It is sophistical to say that the CAUT Committee of Inquiry opposed the function of the conseil to determine programs. What the committee lamented was the fact that the conseil de module used this function to purge the Philosophy Department.

The intervention of CAUT would have been accepted, it is declared (p. 84), had they not insisted on the re-integration of the professors abruptly dismissed:

"Cette dernière (ACPU) avait réussi non pas à faire réintégrer les professeurs, mais à rendre l'Université du Québec semblable aux autres universités qui adhéraient aux principes de l'ACPU. L'Université du Québec eut quand même assez de respect d'elle-même pour ne pas appliquer de mesure rétroactive, comme cela lui était recommandé par l'ACPU." (p. 84).

This is to say that the Université du Québec remained honorable by refusing to re-instate the professors who were considered pretty widely to have been unjustly treated.

My own sad impression from reading this material is that the administration at the Université du Québec exploited the weaknesses in the system at the Université du

Québec to solve an irritating problem. They allowed "auto-determination" to itself be misused to the detriment of the vulnerable wing in one department. The involvement of the administration was vigorously respectful of the decisions "democratically taken" in the conseil de module, but advanced significantly the cause of one side to the detriment of the other (thus, the wholly unilateral decision of Dorais not to replace the director of the Department of Philosophy after getting the department to agree to trusteeship by promising to replace the director). It then hid behind the sanctity of the rhetoric of "auto-determination" as a means of avoiding all responsibility for thirty-odd professors dismissed on two months' notice. Thus the insistence on the question of retroactivity. It is essentially a rhetorical stance. The Université du Québec was quickly unionized after the incident and the union became militant quickly. The administration at the Université du Québec had "gotten away with it" that once, and would not be able to again. Their only defense for not re-instating the dismissed professors was that self-respect forbids any retroactive measures — even retroactive justice. The same sense of self-respect would, one suspects, prevent the present administration from discussing the lifting of CAUT censure.

In conclusion it should be pointed out that the degree of cynicism in this case toward academic freedom and justice was such that lifting CAUT censure without some gesture of the part of the university would, in my opinion, weaken the idea of defence of academic freedom.

It might be added by way of postscript that an effort to lift the censure was undertaken in 1970 when the CAUT Executive Secretary wrote to the president of the Université du Québec offering to lift censure if "l'Université du Québec accepte de négocier sérieusement avec les associations des professeurs de l'Université du Québec..." (p. 125). This offer was rebuffed with the statement that the rules of the Université du Québec were non-negotiable.

David Williams

PERIODONTIST

Dalhousie University

Faculty of Dentistry

Applications are invited for a full-time position in Periodontics. Responsibilities of the appointee will be in the areas of undergraduate teaching, post-graduate teaching and research. Extra mural private practice would be considered. Applicants must have specialty qualifications in Periodontics, preferably a Masters or higher degree. Academic rank and salary will be dependent on qualifications and experience.

Letters of application and curriculum vitae should be directed to:

Dr. D. G. Pentz
Head, Division of Periodontics
Faculty of Dentistry
Dalhousie University
Halifax, Nova Scotia
B3H 3J5



college of cape breton

ALEXANDER GRAHAM BELL INSTITUTE DIRECTOR

A director is being sought for the newly founded Alexander Graham Bell Institute of the College of Cape Breton, Sydney, Nova Scotia, Canada.

The purpose of the Institute is to study and extend the work of Dr. Bell, to develop abandoned ideas in the light of modern technology, and to foster mission oriented research and inventive enterprise in the spirit of Dr. Bell.

The Director's duties will include: overall responsibility for the operations of the Institute; preparation of budgets, proposals and reports; recruitment and supervision of personnel; and active involvement in some of its research and development activities.

The Director will have an established record of achievement in the conduct and administration of research and development projects. A Ph.D. degree, or equivalent experience, in science or engineering is preferred.

For more information write: John E. Terry, Senior Vice-President, College of Cape Breton, P.O. Box 760, Sydney, Nova Scotia, Canada, B1P 6J1.

Vacancies

ADMINISTRATIVE POSTS

UNIVERSITY OF EDINBURGH. Centre of Canadian Studies. The Centre of Canadian Studies announces a post as Visiting Professor in the general field of Canadian economics policy for the period of approximately twelve months from October 1979. The post would be particularly suitable for a distinguished academic scholar or public servant. Salary to be negotiated, with regard to the U.K. professional range. However, a spacious and well-appointed apartment, situated near the university precinct, is made available to the Visiting Professor by the University at a nominal rent. Enquiries or applications, including a brief c.v. and the names of two referees, should be sent as soon as possible to the Secretary to the University, Old College, South Bridge, Edinburgh, EH8 9YL, from whom further particulars may be obtained. This vacancy will remain open until the position is filled. Please quote Reference 8/77.

UNIVERSITÉ DE MONTRÉAL. Département d'architecture de paysage. Le Département d'architecture de paysage de l'Université de Montréal sollicite des candidatures au poste de Directeur. Constituante de la Faculté de l'aménagement, avec l'Architecture, le Design industriel et l'Urbanisme, le département compte 90 étudiants et 9 professeurs et dispense un programme de quatre ans, couronné par un Baccalauréat en Architecture de paysage. Les critères suivants seront considérés: 1. Diplôme universitaire en Architecture de paysage. 2. Expérience pratique de la profession et / ou de l'enseignement universitaire d'au moins 7 ans. 3. Disponibilité à plein temps. 4. Connaissance familière du français. 5. Le statut d'agréé ou l'équivalent et / ou éligibilité à le devenir. Communiquez vos renseignements à: Benoît Bégin, professeur, Architecture de paysage, Faculté de l'Aménagement, Université de Montréal, C.P. 6128, Succursale A, Montréal, Québec H3C 3J7.

UNIVERSITY OF SASKATCHEWAN. Dept. of Continuing Education. The College of Education at the University of Saskatchewan is seeking a Head for its Department of Continuing Education. The successful candidate will also devote part time to the College's Indian and Northern Education Program. Desirable qualifications include a doctorate in Adult (Continuing) Education, familiarity with Continuing Education needs in the North and among native Canadians, and relevant experience. Some experience in supervising student teachers an asset. Salary and rank commensurate with qualifications. Position to be filled as soon as possible. Applications and nominations to be submitted to: Dr. Robin H. Farquhar Dean, College of Education University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

SASKATCHEWAN UNIVERSITIES COMMISSION. Programme Planner. The Saskatchewan Universities Commission inquires into the requirements of the Universities, advises the government on the financial needs of the university sector, and allocates operating and capital resources. The Commission has a mandate to plan and co-ordinate the university sector and to gather the requisite information in consultation with a broad spectrum of interested agencies and associations. A Program Planner is required to co-ordinate the Program Review function. The Program Planner will be the senior staff member responsible for advising the Commission with respect to instructional, research and service programs in the Universities. He or she will take a leading role in the review and development of policy, in long and short term planning, and in the co-ordination of program review and development with Commission's responsibilities for funding the university sector. He or she will serve in various capacities on advisory committees and task forces, and will relate frequently with senior government and university officials and with officials in other post-secondary sectors. The ideal candidate will have a Ph.D. or equivalent, significant university experience, and superior skills in analysis, evaluation and communication. The salary is negotiable on the basis of education and experience. Apply in confidence to: The Executive Director, Saskatchewan Universities Commission, 2302 Arlington Avenue, Saskatoon, Saskatchewan S7J 3L3.

UNIVERSITY OF VICTORIA. Learning Assistance Centre. Qualifications: 1. Doctoral degree in counselling or clinical psychology 2. Experience in counselling and consultation 3. Special interest and experience in teaching and learning. Duties 1. To direct and develop programs in the Learning Assistance Centre 2. To do individual and group counselling. 3. To do research and evaluation. Salary - negotiable. Duties Commence - 1 July 1978. Apply to: Dr. H.D. Beach, Director, Counselling Centre, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Pacific Studies Programme. Applications are invited for the position of Programme Director, at Professor or senior associate Professor level. Candidates should be established academics or scholars in the social sciences or humanities. Discipline open, but research, academic, and administrative experience in Pacific Asia/Oceania is essential. Duties include the administration and further development of an undergraduate interdisciplinary programme in Pacific Studies, co-ordination and development of new curricula, and the generation of extra-university interest and funding for expanded interdisciplinary teaching and research in the Pacific Asian / Oceanic areas. Appointment date is July 1, 1978. Applications or enquiries should be sent to the Acting Dean of Arts and Science, University of Victoria, B.C., Canada, V8W 2Y2. Due date for applications is February 14, 1978.

ADMINISTRATION

CARLETON UNIVERSITY. School of Public Administration. Applications are invited for a junior appointment in Public Administration. Candidates should have a Ph.D. in public administration, organizational behaviour, finance or economics. The appointment, subject to the availability of funds, will be effective July 1, 1978. Applications should be sent to Professor G. B. Doern, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5B6.

THE UNIVERSITY OF NEW BRUNSWICK. School of Administration. Applications are invited for the following undergraduate teaching positions: Accounting, Finance, Management - Organizational Behaviour, Marketing and Policy. Qualifications required are Ph.D. or Ph.D. candidate or equivalent. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Appointments effective July 1, 1978 (Possibly January 1, 1978). Direct inquiries to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

UNIVERSITY OF VICTORIA. Public Administration. Over the next three years, the School of Public Administration will make several appointments, which may be at any academic rank. Candidates selected will have a strong theoretical or analytical background in a substantive academic discipline, coupled with practical experience in public administration or policy analysis. A serious interest in teaching, both in the regular academic program and in diploma level or "outreach" programs designed for communities remote from the University will be essential. Rank: open. Salary: to be negotiated. Date of appointment: 1 July, 1978, or later (Subject to budgetary consideration). Closing date for application for the 1978/79 academic year: 31 December, 1977. Applications to be mailed to: K. George Pedersen, Vice President University of Victoria.

ANATOMY

UNIVERSITY OF OTTAWA. Faculty of Medicine (Anatomy). Applications are invited for the position of Assistant Professor in the re-organized Department of Anatomy at the University of Ottawa. The Applicant should be prepared to conduct independent research in one of the following fields: morphological sciences, physiology, cell biology or biochemistry. The candidate will be expected to participate in the undergraduate and postgraduate teaching programs of the Department. Correspondence should be addressed to Dr. J. A. Hinke, Chairman, Department of Anatomy, Faculty of Medicine, University of Ottawa, Ottawa, Canada K1N 9A9.

UNIVERSITY OF SASKATCHEWAN. Department of Anatomy. Applications are invited for one position of assistant or associate professor. The applicant should have a D.M.D., M.D. and / or Ph.D. Duties include teaching of gross anatomy and

Postes vacants

histology to dental and medical students. Salary will be in accordance with qualifications and experience. The effective date of appointment will be July 1, 1978. Applications with curriculum vitae and names of three referees should be sent to: Dr. S. Fedoroff, Head, Department of Anatomy, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF TORONTO. Department of Anatomy. Tenure-Stream Position open: Assistant or Associate Professor to begin in the spring of 1978. Applications are invited from persons with at least one year experience in neuroanatomy or the related neurosciences. Experience in the teaching of gross anatomy is essential for this position. Please send applications, curriculum vitae, and the names of three referees to: Dr. Bernard Liebgott, Chairman, Search Committee, Department of Anatomy, Medical Sciences Building, University of Toronto, Toronto, Ontario, Canada M5S 1A8.

ANTHROPOLOGY

UNIVERSITY OF LETHBRIDGE. Dept. of Anthropology. Title of Position: Assistant professor. Qualifications required: Ph.D. in anthropology. Nature of duties: Teaching at the undergraduate level; ongoing research activity. Areas of competence will ideally include: contemporary Canadian communities, race and ethnicity, urban anthropology, social change, economic anthropology, as well as archaeology or physical anthropology at an introductory level. Salary offered: Minimum of \$18,197 in 1977/78. Person to whom inquiries should be sent: Dr. Keith Parry, Chairman Department of Anthropology, The University of Lethbridge Lethbridge, Alberta T1K 3M4. Effective date of appointment: July 1, 1978. Closing date for receipt of applications: December 31, 1977.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of Anthropology. Applications are invited for the tenured appointment of a social / cultural anthropologist at the associate or full

professor level. Alternatively, the Department will consider applications for a one year visiting appointment at the above mentioned levels. Research interests open. The interests of the Department are in symbolic anthropology and critical theory, but all facets of the discipline are represented. Canadian experience desirable. Duties include teaching graduate and undergraduate courses. Salary commensurate with experience. Subject to the availability of funds, this position will be available beginning July 1, 1978. Please address all enquiries to the Chairman, Department of Anthropology, University of Western Ontario, London, Ontario.

ARCHAEOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Dept. of Anthropology. Memorial University of Newfoundland seeks an archaeologist for a one year visiting appointment. Teaching responsibilities include graduate and undergraduate courses, with opportunity to teach in area of specialty. Ph.D. with field experience preferred but others considered depending upon qualifications. Rank and salary open but competitive. Applicants should send complete resume to: Dr. Frank Manning, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland. Position to begin September 1, 1978, providing funding is available. Apply before February 15, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Dept. of Anthropology. Position for a Historical Archaeologist (subject to budgetary provision) in Department of Anthropology. Duties include undergraduate and graduate teaching and the development of a research programme in the historical archaeology of Newfoundland. Ph.D. with field research record preferred. Rank and salary dependent upon qualifications and experience. Starting date of appointment September 1, 1978. Applications close February 15, 1978. Address applications with curriculum vitae to Dr. Frank Manning, Head, Department



Carleton University

Director

School of Social Work

Carleton University invites applications and nominations for the position of Director of the School of Social Work. The appointment will be effective July 1, 1978, and is for a term of three years and may be renewed for a further three years.

The successful candidate will be required to administer a two-year M.S.W. program which presently has 130 full and part-time students. The faculty complement is 13. The program involves the development of a structural approach to direct intervention and to social policy and administration.

Applications or nominations will be treated with confidence and should be sent to:

The Chairperson
Search Committee for the
Director of the School of Social Work
Room 607
Administration Building
Ottawa, Ontario
K1S 5B6

of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

ART

McMASTER UNIVERSITY. Art & Art History. An Art Historian at the Associate of Assistant Professor level for a two year appointment, to teach undergraduate courses in the Modern field (1740-1940). Salary commensurate with experience. Present floors are: Associate Professor \$21,300; Assistant Professor \$16,500. PhD required. Appointment to take effect 1 July 1978. Application including curriculum vitae and names of three referees should be sent to: Prof. George Wallace, Department of Art & Art History, McMaster University, Hamilton, Ontario L8S 4M2.

BIBLICAL LITERATURE

ST. THOMAS MORE COLLEGE. Biblical Literature. St. Thomas More College, a federated Arts College in the University of Saskatchewan, requires an Assistant Professor. Applicants should possess a Ph.D., S.S.L., or S.T.D., with knowledge of Greek, Hebrew, and biblical criticism. The position involves teaching undergraduate courses in Old and New Testament, involvement in the School of Religious Studies, and in work for the Catholic School Board. Salary is commensurate with qualifications and experience. Send curriculum vitae and names of references to Rev. L. A. Kennedy, CSB, Principal, St. Thomas More College, University of Saskatchewan, 1437 College Drive, Saskatoon, Saskatchewan, S7N 1W6. Effective date of appointment: July 1, 1978.

BIOCHEMISTRY

UNIVERSITY OF TORONTO. Faculty of Medicine (Biochemistry). Applications are invited for two positions of Assistant Professor in the Department of Biochemistry to take effect from July 1, 1978. One position will be in the tenure stream, and one will be a two-year contract with possibility of renewal for at least one year. The successful applicants will be required to take part in the teaching duties of the Department, and to develop a research programme. The Department is involved in teaching Biochemistry to undergraduates in the Faculties of Medicine, Dentistry, Arts and Science, and Nursing, as well as graduate students. The minimum salary for the position will be \$15,900.00. Applicants with suitable qualifications should send a curriculum vitae and the names and addresses of three referees to Chairman of the Search Committee, Department of Biochemistry, University of Toronto, Toronto, Canada, M5S 1A8, to reach him not later than January 31, 1978.

UNIVERSITY OF VICTORIA. Department of Biochemistry and Microbiology. Applications are invited for the position of Assistant Professor in the Department of Biochemistry and Microbiology, effective July 1, 1978. The successful candidate will be required to teach undergraduate and graduate classes in microbiology and to establish a research program preferably in one of the following fields: immunology, virology, bacterial genetics, or bacterial physiology. Applications including curriculum vitae, names of three referees and a list of publications should be sent to Dr. A.T. Matheson, Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, British Columbia V8W 2Y2, Canada. Extensive academic training or experience in Canada preferred. The University of Victoria reserves the right not to fill these vacancies.

BIOLOGY

BROCK UNIVERSITY. Department of Biological Sciences. Population Geneticist. A tenure stream position at the Assistant Professor level is available July 1, 1978, for a population geneticist. The appointee will be expected to teach molecular, transmission and population genetics at the undergraduate level, to develop a strong research program preferably in an area that complements the ecology segment of the department, and to supervise M.Sc. level graduate students. Submit full curriculum vitae by January 15, 1978, with a statement of research and teaching interests, reprints of published research and the names of three referees to: Chairman, Genetics Search Committee, Department of Biological Sciences, Brock University, St. Catharines, Ontario L2S 3A1.

UNIVERSITY OF GUELPH. Dept. of Environmental Biology. Opening for an environmental toxicologist effective September 1, 1978. The appointment will be probationary, at the assistant professor level and will include the following responsibilities: Teaching the incumbent will be

expected to offer, initially, two courses at the undergraduate level: 1. Pesticides and their effects on biological activities in the environment. Enrolment approximately 125. 2. Biological Activity of Pesticides — a course that investigates the fate and mode of action of pesticides. Enrolment approximately 30. Research To investigate the mode of action of pesticides, especially insecticides; to study their effects on target and non-target species, and to determine their fate in the environment. Qualifications A Ph.D. degree, with a strong background in basic entomology, specializing in insect and environmental toxicology. Applicant should have training and experience in biochemistry, organic and analytical chemistry. A desire to teach and an interest in applied research are also necessary. Send resume to Professor F. L. McEwen, Chairman, Department of Environmental Biology, University of Guelph, Guelph, Ontario N1G 2W1. Closing Date: January 15, 1978.

UNIVERSITY OF CALGARY. Department of Biology. Assistant Professors in Plant Biology. Applications are invited from plant biologists committed to excellence in undergraduate and graduate teaching and research. It is anticipated that two appointments will be made as of 1 July 1978. One position will involve teaching of plant community ecology and taxonomy of vascular plants and establishment of a research program. The other position will involve teaching of plant anatomy and a research program in experimental plant anatomy. Initial appointments will be made for three year terms. Current salary floor for assistant professors is \$17,800 per annum. Applicants should submit a curriculum vitae and ask three referees to send letters of reference to Dr. John H. Williamson, Head, Department of Biology, the University of Calgary, Calgary, Alberta, Canada, T2N 1N4, by 1 February 1978.

BOTANY

UNIVERSITY OF GUELPH. Dept. of Botany and Genetics. Requires a Botanist. Possible areas of specialization include aquatic biology, field botany, plant evolution, population genetics, or other. The candidate is expected to pursue an active research program in his/her area of specialization and to be involved in teaching at both the undergraduate and graduate level. The position will be filled as soon as suitable applicant is found. Ph.D. required, rank and salary negotiable. Submit curriculum vitae, resume of research and names of three referees to: Chairman, Department of Botany and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario. N1G 2W1 Canada.

THE UNIVERSITY OF ALBERTA. Department of Botany. Plant Ecologist. Applications are invited from Senior plant ecologists with physiological interests to teach and direct research at the graduate level in one or more of the following areas: autecology, physiological ecology and population ecology; to contribute to ecology and environmental biology courses at the undergraduate level and to direct or become significantly involved in the management and use of one of the largest Controlled Environmental Facilities on the Continent. Candidates with strong interests in controlled environment as well as field studies of the flora of Western or Northern Canada are preferred. The starting date, July 1, 1978, is negotiable. Salary will be commensurate with qualifications. Current minimum annual salary for PROFESSOR is \$30,100. Applicants should send a curriculum vitae, complete list of publications and 5 reprints of most significant work and also arrange for at least 3 letters of reference to be sent to Prof. P.R. Gorham, Chairman, Department of Botany, University of Alberta, Edmonton, Alberta T6G 2E9, Canada (Area 403; 432-3247) before February 1, 1978.

THE UNIVERSITY OF ALBERTA. Department of Botany. Paleobotanist. Applications are invited for the position of assistant professor to commence July 1, 1978. Ph.D. in paleobotany specializing in megafossils required. Successful candidate will be expected to teach one or more courses in paleobotany, an undergraduate biology course, supervise graduate students in paleobotany, and actively pursue his/her own research interests. Current minimum annual salary is \$17,625. Applicants should submit curriculum vitae with a list of all publications, reprints of 3 most important papers and request 3 persons to send letters of recommendation to: Dr. David D. Cass, Chairperson of Paleobotany Search Committee, Department of Botany, University of Alberta, Edmonton, Alberta T6G 2E9, Canada (Ph. 403; 432-5520). Clos-

ing date for receipt of all application materials is February 1, 1978.

BUSINESS, ADMINISTRATION AND COMMERCE

THE UNIVERSITY OF ALBERTA. Business Administration and Commerce. Applications are invited from individuals who would be interested in a visiting appointment in the Faculty of Commerce, University of Nairobi, Nairobi, Kenya. Successful candidates will assume a leadership and training role in developing an indigenous faculty and will hold a Ph.D. with extensive teaching and research experience. Teaching and research interests should be in accounting, management science, organizational behavior, or finance. Overseas experience would also be an advantage. Remuneration will be at the level of current Canadian salary, plus overseas allowance, housing, education allowance, return transportation, shipment of personal effects and storage of goods left in Canada. Apply in writing to Dr. John L. Brown, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1.

THE UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited for seven (7) faculty positions. Teaching and research interests should be in business policy, organization theory, finance, management science, accounting, or industrial relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1. Send resume to: D. Gordon Tyndall, Acting Dean Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta. T6G 2G1.

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for two new teaching positions. Candidates should have competence in one or more of the following areas: Accounting, Finance, Production, Quantitative Methods. A Ph.D., a Ph.D. in progress, or the equivalent (e.g. M.B.A.) is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: Dr. K. Kernaghan, Director, School of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

BROCK UNIVERSITY. Business Administration. 1. Two new permanent positions in one or more of the following areas: Accounting, Finance, Production, Quantitative Methods. Rank is dependent on qualifications and experience. 2. Ph.D., Ph.D. in progress, or equivalent (e.g. M.B.A.). 3. Teaching in a rapidly growing School of Administrative Studies. 4. Salary: competitive. 5. An application, including a curriculum vitae and the names of three referees, should be submitted to Dr. K. Kernaghan, Director, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1. 6. Effective date of appointment: July 1, 1978. 7. Closing date for receipt of applications: when position is filled.

THE UNIVERSITY OF CALGARY. Faculty of Business. The University of Calgary, Faculty of Business is seeking qualified candidates to fill positions in all areas including Accounting, Policy & Environment, Finance, Management Science & Management Information Systems and Marketing, beginning July 1, 1978. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Finance. A doctorate degree or a dissertation near completion is required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman Financial Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Management Information Systems. A doctorate degree or a dissertation near completion is required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Malcolm C. Munro, Chairman, Management Science and Information Systems Area, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Accounting. A doctorate degree or a dissertation near completion is required. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. C. A. Prentice, Chairman, Accounting Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Marketing. A doctorate degree, teaching experience, and strong research potential are required. Rank and salary are open and competitive. Direct all inquiries to Dr. Everett E. Johnston, Chairman, Marketing Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Business Policy. An advanced degree is required. Considerable business or government experience is very desirable. Ability to teach Introduction to Business, Business Strategy, Business Communications, or Public Administration is a definite plus. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

DEAN OF ENGINEERING NOVA SCOTIA TECHNICAL COLLEGE

Nova Scotia Technical College invites applications or nominations for the position of Dean of Engineering.

Nova Scotia Technical College offers degree programs in engineering and architecture. The Faculty of Engineering offers bachelors, masters and doctoral programs in civil, electrical, mechanical, mining, agricultural, chemical, metallurgical and industrial engineering. Undergraduate degrees in engineering are given in association with several other Maritime Universities.

Preference will be given to candidates having experience in university administration and a distinguished record of academic / professional achievements.

The appointment is effective 1 July 1978.

Nominations or applications with detailed supporting material should be sent by 15 December 1977 to:

Dr. J. L. Warner, Chairman
Search Committee for the Dean of Engineering
Nova Scotia Technical College
Box 1000, Halifax, N.S.
Canada B3J 2X4

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Business Law. A Law degree and / or an M.B.A. is required. Considerable experience is helpful. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Business Communications (written end oral). Considerable business, government, or teaching experience is very desirable. Duties involve undergraduate teaching and the future possibilities of graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1978. Direct all inquiries to Dr. Edmund G. Sugars, Chairman, Policy & Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Business. Applications are invited for academic positions in Organization Theory, Labor Relations or Public Management. A doctorate degree, teaching experience, and strong research potential are required. Rank and salary are open and competitive. Direct inquiries to Dr. Ahmed N. Azim, Chairman, Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for

Assistant/Associate rank in the following areas of interest: 1) Accounting 2) Organizational Behaviour. (These positions are subject to budget approval.) Appointment effective July 1, 1978; salary is negotiable. Qualification required: Ph.D.; term appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program.

DALHOUSIE UNIVERSITY. School of Business Administration. Professor — rank open — Business Policy. Ph.D. or Equivalent Experience. Teaching and Research. Salary negotiable. Inquiries should be made to Dr. John H. Scheibelhut, Director School of Business Administration Dalhousie University Halifax, Nova Scotia B3H 3J5. Effective date of appointment, for academic year 1978/79.

DALHOUSIE UNIVERSITY. School of Business Administration. A position in management science (preferably with experience and interest in computers/M.I.S.) is available. Salary and rank dependent upon qualifications and experience. Ph.D. or A.B.D. in cognate area required. Applicants should be prepared to teach graduate and undergraduate business students, undertake research and develop curricula in the M.I.S. area. The position is available from July 1, 1978. Applications or enquiries should be addressed to M.J.C. Martin, School of Business, Dalhousie University, Halifax, Nova Scotia B3H 3J5.

THE UNIVERSITY OF MANITOBA. Department of Business Administration. Assistant or Associate Professorship available in September, 1978 to teach Production/Operations Management, plus one other area of personal interest. Ph.D.

or ABD with near completion date required for Assistant level, proven research record for Associate level. Teaching in undergraduate and MBA programs. Contact: Dr. J. L. Gray, Acting Head, Department of Business Administration, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

THE UNIVERSITY OF MANITOBA. Department of Business Administration. Assistant or Associate Professorship available in September, 1978 to teach Marketing Management, plus one other area in marketing of personal interest. Ph.D. or ABD with near completion date required for Assistant level, proven research record for Associate level. Teaching in undergraduate and MBA programs. Contact: Dr. J. L. Gray, Acting Head, Department of Business Administration, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

MCGILL UNIVERSITY. Business Administration. 1. Assistant Professor and Beginning Associate Professor in such functional specialties as Accounting, Finance, Marketing, International Business, Policy, Systems and Computers, Quantitative Methods and Public Administration. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B. Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Stanley J. Shapiro, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St., W., Montreal, Quebec, H3A 1G5. Effective date of appointment: September 1, 1978.

MCMASTER UNIVERSITY. Faculty of Business. Finance Area, Faculty of Business, McMaster University. Assistant Professor of Finance, but other ranks may be considered. Doctorate or dissertation in progress. Research and teaching at the graduate and undergraduate levels with interests in managerial finance, securities and/or income taxation. Salary open. Inquiries should be sent to: Dr. Stanley N. Laiken, Chairman, Finance and Business Economics Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. Effective date of appointment: July 1, 1978. Closing date for receipt of applications: when filled.

MCMASTER UNIVERSITY. Faculty of Business. Applications are invited for the position of Assistant Professor of Management Information Systems. Candidates should have the doctorate completed or near completion. Duties include graduate and undergraduate teaching and research in management information systems. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G. W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MCMASTER UNIVERSITY. Faculty of Business. Applications are invited for the position of Assistant Professor of Management Science. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. Duties include graduate and undergraduate teaching and research. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. G. W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

SAINT MARY'S UNIVERSITY. Business Administration. Applications are invited for the position of Chairman, Department of Business Administration. Rank Open. Doctorate preferred. Duties include administration of the Department and teaching (any Business discipline). Salary is competitive. Effective date of appointment September 1, 1978. Send applications to Dean Samuel H. Jopling, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Positions Available: Applications are invited for two full-time faculty positions in Finance. Effective Date of Appointment: July 1, 1978. Responsibilities: (1) Teaching at the undergraduate and graduate levels. (2) Research leading to publication in academic journals. Qualifications Requirements: Candidates must hold a Ph.D. degree or be at the completion stage of the

degree preferably with specialization in Management of Financial Institutions, Corporate Finance and Capital Markets. Minors in General Management, Computer and Quantitative Analysis are preferable. Serious consideration will be given to candidates with strong academic teaching and research record. Rank and Salary: These will be competitive and based upon academic qualifications, including prior teaching experience, business experience, and research and publications record. Appointments may be made at any rank from Lecturer to Professor. Basic Information About Us: (1) Saskatoon has a population of 150,000 with excellent schools and other public facilities. (2) The University of Saskatchewan, Saskatoon, has a student population of over 10,000. (3) The College of Commerce presently has a full-time equivalent faculty of 43 and a student population in excess of 1,150. Further information: Interested candidates should send resumes to: Dean P. Michael Maher, College of Commerce, University of Saskatchewan, Saskatoon, Canada S7N 0W0.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the following areas, a) Accounting, b) Business Policy, c) Economics, d) Finance, e) Operations Management, f) Organizational Behaviour. Qualifications: Ph.D. or Ph.D. candidate. Salary and benefits competitive. Duties may include graduate of undergraduate teaching. Applications will be accepted until positions are filled. Applications should be sent to: Dr. Max D. Stewart, Dean, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada. N2L 3C5.

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1978 in the following areas subject to budget approval: Accounting, Finance, Marketing, Organizational Behaviour, and Public Administration. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R6. Deadline for submission: when positions are filled.

CHEMISTRY

UNIVERSITY OF CALGARY. Department of Chemistry. Assistant Professor Appointment. The Department of Chemistry at the University of Calgary has a vacancy for an Assistant Professor in Organic Chemistry, available on July 1st, 1978. The Department is well-equipped and the successful candidate will be expected to show excellence in both teaching and independent research. Salary levels are competitive with other Canadian universities. Closing date for applications is: January 15, 1978. Send resumé and a list of three referees to Dr. T. Chivers, Head, Department of Chemistry, University of Calgary, Calgary, Alberta, T2N 1N4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Chemistry Department. Applications and nominations are invited for the post of Head of the Chemistry Department commencing 1978 Sept. 1st. Candidates should have a strong commitment to teaching and research and have administrative interests. Duties involve the administration of a department offering B.Sc., M.Sc. and Ph.D. degrees in Chemistry. Address applications to or request information from Associate Dean of Science, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Applications should be received by 1978 January 31 or as soon as possible thereafter.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Chemistry. Assistant Professor (Research). We are searching for a recent Ph.D. with considerable experience in high resolution FT NMR methods and instrumentation. The successful applicant will be expected to provide routine FT NMR services and to participate in independent NMR-related research. The position is non-tenurable with an initial three-year appointment. Current base salary is \$14,000 per annum, but salary is negotiable. Send resumé and three letters of reference to Professor M.J. Newlands, Head, Department of Chemistry, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

UNIVERSITY OF TORONTO. Department of Chemistry. Applications are in-

Lakehead University

DEPARTMENT OF MATHEMATICAL SCIENCES

Applications are invited for an academic position in the Department of Mathematical Sciences, as a one year replacement for a faculty member on leave in 1978-79, rank dependent on qualifications. Ph.D. or equivalent required, preferably with experience in numerical analysis and computer science, but other fields related to Departmental research interests will be considered. Position will entail teaching and research. Salary negotiable within established University salary / rank structure. The appointment will commence July 1, 1978. Applications and vitae should be sent to Mr. Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

Lakehead University

DEPARTMENT OF MATHEMATICAL SCIENCES

Applications are invited for an academic position in the Department of Mathematical Sciences as an Assistant, Associate, or Full Professor, rank depending upon qualifications. Applicants should have a Ph.D. or equivalent in computer science and be able to develop and teach courses in file and data base systems. Practical experience with file and/or data based systems desirable. Evidence required of research achievement relative to rank. Salary is negotiable within established University salary / rank structure. The appointment will commence July 1, 1978. Applications and vitae should be sent to Mr. Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1.

Lakehead University

SCHOOL OF BUSINESS ADMINISTRATION

Applications are invited for undergraduate and graduate teaching positions in Accounting, Finance, Organizational Behaviour, Personnel/Industrial Relations, Management, Marketing, Health Services, and Quantitative Methods. Ph.D. preferred but not essential. Replies should be sent to Mr. Donald E. Ayre, Secretary, Lakehead University, Thunder Bay, Ontario, P7B 5E1. Appointment effective July 1, 1978.

vited from suitably qualified candidates for a regular staff position in the area of Inorganic Chemistry. The appointment will be made at the Assistant Professor level, and will be at the central campus of the University of Toronto. Candidates should submit a curriculum vitae with the names of three referees, a statement of teaching experience, and an outline of current and future research interests to: Professor Keith Yates, Chairman, Department of Chemistry, University of Toronto, 80 St. George Street, Toronto, Ontario M5S 1A1.

CLASSICS

THE UNIVERSITY OF ALBERTA. Department of Classics. Applications are invited for two possible positions: one at the Assistant Professor level and one at the Sessional Lecturer level. The applicant for Assistant Professor should be a specialist in Greek and Roman art with some interest in archaeology and a knowledge of Greek and Latin. Ph.D. and some teaching experience preferred. Salary minimum \$17,625. The applicant for the sessional position should be qualified to teach ancient history and civilization as well as Greek and Latin. Ph.D. preferred. Salary: dependent on qualifications but approximately \$12,000 for eight months. Applications to: Dr. R.C. Smith, Chairman, Department of Classics, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. (University of Alberta is an Equal Opportunities Employer).

UNIVERSITY OF WATERLOO. Classics & Romance Languages (French Division). Le Département de Langues Anciennes et Romanes annonce la vacance d'un poste de professeur de langue et de littérature canadiennes-françaises, au grade de Professeur Adjoint, Professeur Agrégé ou Professeur Titulaire. Le doctorat est requis, ainsi que la pratique de l'enseignement et de la recherche. Les attributions consistent en tâches d'enseignement en liaison avec la spécialité, au niveau du baccalauréat ou de la maîtrise ou des deux, et le traitement minimum est respectivement de \$17,100 pour le Professeur Assistant, \$22,200 pour le Professeur Agrégé et \$29,000 pour le Professeur Titulaire. Grade et traitement seront déterminés en fonction des titres et états de service. Les demandes doivent parvenir au Professeur J. R. Dugan, Directeur du Département de Langues Anciennes et Romanes, Université de Waterloo, Waterloo, Ontario N2L 3G1, au plus tard le 28 février 1978. La date de la nomination effective est fixée au 1er juillet 1978.

COMMUNICATION STUDIES

SIMON FRASER UNIVERSITY. Department of Communication Studies. The Communication Studies Department is planning to fill at least one position effective September 1978 at the Assistant Professor level. There is a possibility that a second position may become available. Both positions are subject to available funding. Some demonstrable tie to Canada in terms of research experience or scholarship is preferred. Applications are sought from people who have proven competence in one of the following fields. The highest priority position is Critical Analysis of Media. 1. Critical Analysis of Media: Print, film TV and radio, or any combination of these. Both theoretical competence in the social sciences as applicable to the media and practical experience with media are essential. 2. History of Communication: Competence in analysis of the process of change in modes of communication (sight, sound, speech and their historical-technological environments) over time and space in the context of the development of human relations, organization and policy. Ability to use in this connection the research and methodology of the cognate disciplines. 3. Communications Theory: Competence in communications theories of all kinds as related to theories of at least several of the following: ecology, economics, general systems, history, linguistics, philosophy of science, political science, psychology and social organization. While a concentration in selected areas of theory is expected, this should be accompanied by the ability and interest to deal competently with the social and historical context in which all theories have developed and specifically with their preconceptions, assumptions, analytical methods and consequences. 4. Interpersonal Communication: Familiarity with theory and literature of interpersonal communication, including the following areas: verbal and non-verbal communication, communication and the development of interpersonal relationships, attitudes and attitude change, communication in small group settings, leadership, interpersonal

communication research. An ability to interpret these areas in the social and historical context in which they have developed and to recognize their assumptions and implications for both further theoretical development and applications. Applicants should have a Ph.D. in a relevant discipline or the equivalent in teaching and research experience. This Department is in a faculty of Interdisciplinary Studies and applicants with interests in interdisciplinary (rather than multidisciplinary) research would be welcomed. Applications, curriculum vitae, samples of written work and names of at least three references should be sent to the Chairman, Appointments Committee, Communication Studies Dept., Simon Fraser University, Burnaby, B.C., V5A 1S6.

COMPUTING SCIENCE

UNIVERSITY OF OTTAWA. Department of Computer Science. Applications are invited for a full-time appointment at the senior associate or, possibly, full professor level to begin in the spring of 1978. Applicants should have a Ph.D. in computer science (or in a closely related area) and a demonstrated teaching and research background in this discipline. Preferred areas of specialization are, theory of computation, mini and microcomputer systems and applications, and system simulation and optimization. In view of the University's bilingual (French/English) character, candidates should either be bilingual, or be prepared to acquire some competence in both languages. Applicants may also indicate a desire to be considered for the chairmanship of the Department. A current Curriculum Vitae including the names of three references should be sent to: L. G. Birta, Chairman, Department of Computer Science, University of Ottawa, Ottawa, Ontario K1N 6N5.

SIMON FRASER UNIVERSITY. Computing Science. Two Assistant Professorships in Computing Science are available starting in September 1978. A Ph.D. in Computing Science (or equivalent) is required with specialization in one or more of the following areas: Programming Languages and Compiler Theory, Systems Programming and Operating Systems, and Information Retrieval and Data Base Design. Responsibilities will include teaching at the undergraduate and graduate levels research, and the usual administrative activities. Applications will be received until the positions are filled; all appointments are subject to the availability of funds. To apply, send curriculum vitae and the names of three references to: Prof. James J. Weinkam Computing Science Program Simon Fraser University, Burnaby, B.C. V5A 1S6 Telephone: (604) 291-4277.

CONSUMER STUDIES

UNIVERSITY OF GUELPH. Department of Consumer Studies (Textiles). 1. Title of position: Assistant or Associate Professor. 2. Qualifications required: Doctorate related to Textile Chemistry. 3. Nature of duties: Undergraduate and graduate levels of teaching and research in textile chemistry as part of an interdisciplinary department of Consumer Studies. 4. Salary offered: negotiable. 5. Person to whom inquiries should be sent: Dr. R.E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario N1G 2W1. 6. Effective date of appointment: July 1, 1978. 7. Closing date for receipt of applications: Open until filled.

UNIVERSITY OF GUELPH. Department of Consumer Studies (Consumer Behavior). 1. Title of position: Assistant or Associate Professor. 2. Qualifications required: Doctorate degree in Psychology, Business, Economics or a field appropriate to the study of consumer behavior. 3. Nature of duties: Undergraduate and graduate levels of teaching and research in areas involving consumer behavior in an interdisciplinary department of Consumer Studies. 4. Salary offered: negotiable. 5. Person to whom inquiries should be sent: Dr. R.E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario N1G 2W1. Effective date of appointment: July 1, 1978. 7. Closing date for receipt of applications: Open until filled.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. Department of Criminology. The Department of Criminology at Simon Fraser University is in the process of increasing its undergraduate course offerings and implementing a graduate program in criminology. A number of new positions have been authorized for the Criminology Department. Academic rank in accordance with qualifications and experience. The

Department is part of the Faculty of Interdisciplinary Studies, and offers the only undergraduate program in criminology in English-speaking Canada. The teaching faculty is multidisciplinary, and at present comprises twelve full-time members, as well as six part-time lecturers. Exceptional research opportunities. Qualifications required: Ph.D. or equivalent, with experience in teaching and publications. Serious consideration will also be given to candidates with dissertation underway, as well as to candidates with long practical experience in the field of criminal justice Canadian experience, or knowledge of the Canadian criminal justice system is highly desirable. Nature of duties: Teaching and Research. Preferred areas: criminology, criminal law, corrections, criminal justice administration and planning, law enforcement. Salary: dependent on qualifications and experience. Salary and fringe benefits at Simon Fraser University are highly competitive. Applications, curriculum vitae, and the names and addresses of at least three referees should be sent to the Chairman, Department of Criminology, Faculty of Interdisciplinary Studies, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. Appointed faculty may start as soon as they are available. Closing date for receipt of applications: When positions filled.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Subject to anticipated budget authorization, and additional full-time faculty member will be required from July 1, 1978 in the Orthodontic Division of Pediatric Dentistry, College of Dentistry, University of Saskatchewan, Saskatoon, Canada. Applicants must be graduates of an accredited Orthodontic programme, and be eligible for specialist certification. Academic rank and salary will be commensurate with qualifications and experience. Letters of application and curriculum vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Subject to anticipated budget authorization, an additional full-time faculty member will be required from July 1, 1978 in the Pedodontic Division of Pediatric Dentistry, College of Dentistry, University of Saskatchewan, Saskatoon, Canada. Applicants must be graduates of an accredited Pediatric Dentistry programme, and be eligible for specialist certification. Academic rank and salary will be commensurate with qualifications and experience. Letters of application and curriculum vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Subject to anticipated budget authorization, an additional full-time faculty member will be required from July 1, 1978 in the Department of Prosthodontics, University of Saskatchewan, Saskatoon, Canada. Applicants should be graduates of an accredited dental programme, should have postgraduate training in removable prosthodontics, and be eligible for specialist certification. Academic rank and salary will be commensurate with qualifications and experience. Letters of application and curriculum vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Subject to anticipated budget authorization, an additional full-time faculty member will be required from July 1, 1978 in the Department of Diagnosis and Oral Radiology, College of Dentistry, University of Saskatchewan, Saskatoon, Canada. Applicants must be graduates of an accredited dental programme, should have advanced training in Oral Medicine/Diagnosis, and preferably be diplomates of the American Board of Oral Medicine or Oral Pathology, or a Fellow of the Royal College of Dentists of Canada. Academic rank and salary will be commensurate with qualifications and experience. Letters of application and curriculum vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Applications are invited for a full-time teaching position in the Department of Restorative Dentistry. Applicants must be graduates of an accredited dental program and should have

advanced training in Operative Dentistry and/or Endodontics and/or Biomaterials Science. Preference will be given to those applicants who have private practice and teaching experience in these related areas. Academic rank and salary will be commensurate with qualifications and experience. Letters of application and curriculum vitae should be sent to: Dr. E.R. Ambrose, Dean, College of Dentistry, University of Saskatchewan, Saskatoon, Canada, S7N 0W0. Closing date for applications is February 28, 1978.

UNIVERSITY OF TORONTO. Faculty of Dentistry. Chairman Applications are invited for the position of Chairman, Department of Paedodontics, Faculty of Dentistry, University of Toronto. Duties will include administration of departmental activities in undergraduate and postgraduate training, and involvement in teaching and research. The candidate should have a broad clinical and academic background. The appointment will be at a tenured senior level with salary according to qualifications and experience. Submit application with curriculum vitae and names of three referees by January 31, 1978 to Professor D.L. Anderson, Faculty of Dentistry, University of Toronto, 124 Edward Street, Toronto, Canada, M5G 1G6.

ECONOMICS

UNIVERSITY OF ALBERTA. Department of Economics. Two tenurable positions available, one in micro-economic theory with side interests in public finance and/or resource economics and the other open to the best candidate. Ph.D. is important. Rank is assistant professor or higher, depending upon the applicant's qualifications and experience. Both men and women are invited to apply. Send applications to: Dr. Brian Scarfe, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, before January 15, 1978. Positions commence July 1, 1978.

THE UNIVERSITY OF CALGARY. Department of Economics. Applications are invited for visiting appointments and possible permanent appointment 1978-79 academic year. Applications from specialists in all fields of economics analysis are welcome. Rank and salary open and competitive but Ph.D. and record of scholarship required. Please send curriculum vitae to Dr. D.A. Seastone, Professor and Head, Department of Economics, The University of Calgary, Calgary, Alberta, T2N 1N4.

CONCORDIA UNIVERSITY. Department of Economics. Possibility of two appointments at Associate or Full Professor Levels. Demonstrated record of high scholarly achievement in terms of publications and recognition in areas of Public Finance, Economic Development, and Econometrics. Graduate and some undergraduate teaching; supervision of Ph.D. dissertation. Salary commensurate with qualifications and experience. Salaries are fully competitive. Forward applications to Professor B. Sahni, Chairman, Department of Economics, Concordia University (Sir George Williams Campus) Montreal. Applications accepted until positions are filled.

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are invited for the position of Chairman, Department of Economics. Rank open. Doctorate preferred. Duties include administration of the Department and teaching Economics. Salary is competitive. Effective date of appointment is September 1, 1978. Send applications to Dean Samuel H. Jopling, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. The Department of Economics and Political Science has three permanent, tenure track positions open at the Assistant Professor level. All fields of specialization will be considered. Responsibilities include teaching graduate and undergraduate classes and research. Salary is expected to range upwards from \$18,500 depending upon qualifications and experience. Applicants are initially asked to submit their curriculum vitae, names of three referees, and a sample of their current written work to: Professor R.G. Beck, Chairman, Department of Economics & Political Science, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

SIMON FRASER UNIVERSITY. Department of Commerce and Economics. 1. Title of position: Assistant professors. Each position contingent on budgetary constraints. 2. Qualifications required: Ph.D.

in hand or near completion. Preference to those eligible for employment in Canada at time of application. 3. Duties include undergraduate and graduate teaching and research in any of the following: (a) accounting (assistant or associate rank) (b) finance / business policy (c) marketing (d) accounting / management information systems (e) organization behaviour (f) business policy. 4. Salaries commensurate with qualifications and experience. 5. Send curriculum vitae and names of three referees to Dr. J.W. Dean, Associate Chairman, Department of Economics and Commerce, Simon Fraser University, Burnaby, B.C. V5A 1S6. Effective date of appointment: September 1, 1978.

SIMON FRASER UNIVERSITY. Department of Economics and Commerce. 1. Two positions: Full or associate, and associate or assistant. Each position contingent on budgetary constraints. 2. Ph.D. 3. Duties include undergraduate and graduate teaching and research in economic theory. For one position, familiarity with non-neoclassical paradigms is desirable. 4. Salaries commensurate with qualifications and experience. 5. Send curriculum vitae and names of three referees to Dr. J.W. Dean, Associate Chairman, Department of Economics and Commerce, Simon Fraser University Burnaby, B.C. V5A 1S6. 6. Effective date of appointment: September 1, 1978.

TRENT UNIVERSITY. Department of Economics. Applications are invited for full time faculty positions. Doctorate or near completion required. Undergraduate teaching and research in Theory and Quantitative methods, also other fields. Salary and rank negotiable in accordance with qualifications and experience. Applications, curriculum vitae and names of references should be addressed to Professor D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ontario. K9J 7B8.

UNIVERSITY OF WATERLOO. Department of Economics. Faculty of Arts. Applications are being accepted for full time or visiting appointments in Accounting. Rank and salary are dependent upon professional and academic qualifications and experience. Doctorate completed or near completed or research record required for senior position; other applications also invited for position as Lecturer or Assistant Professor. Please send resume to Director, Accounting Program, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Commencing May 1, 1978. Closing date for receipt of applications is February 1, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Fields: Although fields are not the predominant consideration, appointments will be made in the areas of economic history, urban economics, public finance and regional economics. Outstanding candidates in any area will, however, be seriously considered. Appointments effective July 1, 1978. Positions subject to budgetary approval. Rank: Assistant, Associate, or Full Professor. Fully competitive salary and other conditions. At assistant level serious consideration will be given to applicants with a Ph.D. (or expected in 1978) who are expected to establish themselves as good teachers and recognized scholars in their field. For the senior ranks, demonstrated achievement as internationally recognized scholars and good teachers is required. These positions are open to both men and women. Duties include undergraduate and graduate teaching, significant research output, and some administrative duties. Contact Professor James Melvin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario N6A 5C2.

WILFRID LAURIER UNIVERSITY. Department of Economics. Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include research interest and teaching at the undergraduate level. Applications with curriculum vitae and names of three referees should be sent to John A. Weir, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario.

THE UNIVERSITY OF WINNIPEG. Department of Economics. The University of Winnipeg has one regular position available effective 1st September 1978. Field of specialization is open. Preference will be given to candidates holding the Ph.D. degree and a good publication record. The duties involve teaching at the

undergraduate level. The successful candidate may be offered the chairmanship of the eight man department. Salary is commensurate with qualifications and experience. Applications will be received until 31st January 1978 by Professor R.S. Damus, Acting Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9.

EDUCATION

MOMORIAL UNIVERSITY OF NEWFOUNDLAND. Regional College at Corner Brook. Department of Education. 1. Position available: an undergraduate teaching position: Education - Language Arts. 2. The successful candidate will be required to teach first and second year education courses designed to help students develop techniques in the teaching of oral expression and written composition. 3. The College offers first and second year university courses and attempts to provide the highest possible quality of instruction by appointing well qualified and experienced teachers. 4. Salary and rank dependent upon qualifications and experience. 5. Send curriculum vitae and names of three referees to: Sister Mary Perpetua Kennedy, Ph.D., Coordinator of Education, Memorial University of Newfoundland, Regional College at Corner Brook, Corner Brook, Newfoundland A2H 6P9. 6. Effective date of appointment: January 1, 1978. 7. Closing date for receipt of applications: when position is filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Education. Department: Educational Administration. Position: Assistant or Associate Professor in Educational Administration. Qualifications: Doctorate in Educational Administration with a strong background in research and statistics and educational planning. Nature of Duties: Graduate and undergraduate teaching, supervision of graduate students at the master's level and participation in research. Salary: Dependent upon qualifications and experience. Apply to: Dr. Llewellyn Parsons, Head, Department of Educational Administration, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Include curriculum vitae and names of three referees. Effective date of appointment: 1st January 1978. Deadline for Applications: When position filled.

UNIVERSITY OF SASKATCHEWAN. Department of Educational Foundations. 1. Title of position: Assistant or Associate Professor in Education Foundations (Current departmental needs focus on Sociology of Education and Philosophy of Education. However, all applications are welcome.) 2. Qualifications required: Doctorate complete or near completion. Teaching certificate and teaching experience in elementary or secondary schools. 3. Nature of duties: To teach interdisciplinary and/or specific courses at the undergraduate and graduate levels. Supervision of student practicum. Research. 4. Salary offered: Negotiable depending on qualifications and experience. 5. Address applications to: Ormond McKague, Head, Department of Educational Foundations, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. 6. Effective date of appointment: July 1, 1978. 7. Closing date for receipt of applications: January 13, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the assistant professor level in Reading. Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is January 31, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the assistant professor level in Education Administration / Evaluation. Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser

University, Burnaby, B.C. V5A 1S6. Closing date for applications is January 31, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the assistant professor level in foundations of education (philosophy, history or sociology). Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. Georges Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is January 31, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. Applications are invited for a visiting or regular position at the Assistant Professor level in Secondary Language Arts. Ph.D. preferred with demonstrable commitment to teacher education and active interest in research and development. Salary will be commensurate with qualifications and experience. The appointment, subject to the availability of funds, would be effective September 1, 1978. Applications, together with curriculum vitae and the names of three referees should be sent to Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Closing date for applications is January 31, 1978.

SIMON FRASER UNIVERSITY. Faculty of Education. The Faculty of Education at Simon Fraser University has openings for sessional lecturers for undergraduate teaching during the Summer Semester of 1978 (May to August). Teaching interests should be in the following areas: Designs for Learning; in reading, music, art, physical education, mathematics, social science, and English. Educational Media. Cultural Differences and Education. Early Childhood Education. Children's Literature. Environmental Education. Curriculum Development. Learning and Evaluation. Educational Theory and Theory Criticism. Learning Disabilities. Analysis of Teaching. Contemporary Issues in World Education. Ethics and Education. All positions are subject to budgetary constraints. Please reply with curriculum vitae and the names of three referees to: Dr. Marvin F. Wideen, Director, Undergraduate Programs, Faculty of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Applications will be accepted until January 15, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. The Division of Communication and Social Foundations of the Faculty of Education invites applications from established, recognized scholars and teachers in any area of educational administration. The position is a senior, continuing appointment, with responsibilities for graduate and senior undergraduate instruction, graduate supervision, program planning, and research. Opportunities exist for inter-disciplinary involvement with the School of Public Administration of the University. The Educational Administration section anticipates a period of considerable growth and development with respect to graduate programs, involvement with school districts and other educational agencies, and research. Rank and salary are open to negotiation. Applications, together with a comprehensive professional resume and list of referees should be forwarded by March 15, 1978 to Dr. Robert D. Armstrong, Chairman, Division of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA. Faculty of Education (Mathematics Education). 1. Position: one year sessional, rank open. 2. Qualifications required: minimum of Master's degree with relevant school experience. Nature of duties: teaching in undergraduate programmes in elementary mathematics education, supervision of school experiences, curriculum development and other in-service activities. Experience at primary level is desirable. 5. Full curriculum vitae and names of 3 referees should be sent to Dr. C.F. Goulson, Chairman, Division of Social and Natural Sciences, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. Effective date of appointment: September 1, 1978 to June 30, 1979. 7. Closing date for receipt of applications: March 15, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education (Measurement and Evaluation).

1. Position: one year sessional, rank open. 2. Qualifications required: doctoral degree preferred. Candidates must have had classroom teaching experience and be competent in the area of evaluation. 3. Nature of duties: teaching undergraduate courses in the measurement and evaluation of classroom learning at the intermediate grades level. 5. Full curriculum vitae and names of 3 referees should be sent to Dr. D.J. Chabassol, Chairman, Division of Psychological Foundations in Education, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. 6. Effective date of appointment: September 1, 1978 to June 30, 1979. 7. Closing date for receipt of applications: March 15th 1978.

UNIVERSITY OF VICTORIA. Faculty of Education (Music Education). 1. Position: one year sessional, rank open. 2. Qualifications required: Doctoral degree preferred. Candidate should have expertise and experience with general elementary music programmes and background in the foundations of music education. 3. Nature of duties: teaching undergraduate courses in music education. Supervision of school experience. 5. Send full curriculum vitae and names of 3 referees to Dr. F.E. Churchill, Chairman, Division of Art and Music, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. Effective date of appointment: September 1, 1978 to June 30, 1979. 7. Closing date for receipt of applications: March 15, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education (Physical Education). Title of position: one year sessional, rank open. Qualifications required: Preferably a doctoral degree in Physical Education with experience in Outdoor Education programmes and background in public school teaching. Nature of duties: Teaching courses in Physical Education, including activity courses (preferably gymnastics and volleyball). Some supervision of school experiences may be required. Send full curriculum vitae and names of 3 referees to Dr. B.L. Howe, Chairman, Division of Physical Education, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. Effective date of appointment: September 1, 1978 to June 30, 1979. Closing date for receipt of applications: March 15, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education (Educational Psychology). Position: One year sessional, rank open. Qualifications required: Preference will be given to candidates with a doctorate. Nature of duties: Teaching coursework in diagnosis and remediation of learning difficulties, and possibly in verbal communication. Send full curriculum vitae and names of 3 referees to Dr. D.J. Chabassol, Chairman, Division of Psychological Foundations in Education, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. Effective date of appointment: September 1, 1978 to June 30, 1979. Closing date for receipt of applications: March 15, 1978.

UNIVERSITY OF VICTORIA. Dept. of Education. Full-time position in Educational Media. Rank and salary open. Advanced degree in Educational Technology. Public school or related experience essential. Experience in Distance Education project design and production desirable. This position involves instruction in undergraduate educational media courses and supervision of school experiences. Full curriculum vitae and the names of three referees should be sent to Dr. R. Armstrong, Chairman, Division of Communication and Social Foundations, Faculty of Education, University of Victoria, Victoria, B.C. V8W 2Y2. Deadline for application: January 31, 1978.

ENGINEERING

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Civil Engineering. Applications are invited for the position of Head, Department of Civil Engineering, University of British Columbia. The Dept. of Civil Engineering, comprising 25 faculty members, offers undergraduate and graduate programs to the Ph.D. level. The Department is engaged in research and graduate instruction in the areas of environmental engineering, materials, soil mechanics, structures, transportation, water resources, hydrology, hydraulics and coastal engineering. Facilities include 40,000 square feet of new and well equipped laboratories. Qualifications should include experience in administration and teaching and a record of successful research achievements. Position is available from July 1, 1978 or as soon as possible thereafter. Please submit

a detailed resume to: Professor E. Teghtsoonian, Chairman, Presidents Selection Committee Faculty of Applied Science U. of B.C. Vancouver, B.C., Canada V6T 1W5.

THE UNIVERSITY OF CALGARY. Dept. of Mechanical Engineering. Applications are invited for an academic position at the Assistant Professorial rank, effective September 1, 1978. The candidate will be expected to undertake undergraduate and graduate teaching as well as research in his area of specialization or in related areas. Since the appointment will be at the Assistant Professorial rank for an initial three year term, the position may be of particular interest to younger applicants who have recently completed their studies. Industrial experience is considered to be beneficial. Applications with a detailed resume and the names of three referees should be mailed prior to February 15, 1978 to: Dr. P.G. Glockner, Head Department of Mechanical Engineering The University of Calgary Calgary, Alberta, Canada T2N 1N4.

CONCORDIA UNIVERSITY. Transportation Engineering. Assistant or Associate Professor in Transportation Engineering position available immediately. Position involves teaching at the undergraduate and graduate levels and participation in the research program. Qualifications include a Ph.D. degree or equivalent in engineering, as well as practical experience in the field of transportation. Resumes should be directed to: Dr. M.S. Troitsky, Chairman, Department of Civil Engineering, 1455 de Maisonneuve Blvd., W. Montreal, Quebec.

CONCORDIA UNIVERSITY. Dept. of Electrical Engineering. A position is available for a Post-Doctoral Fellow in the Area of Circuits and Signal Analysis. Candidate should possess a Ph.D. He/she should have a broad based knowledge of various aspects including approximation, active and digital filters and should be able to conduct independent research. The position is open for two years starting from December 1977 and the salary is \$10,800 per annum. Please send resume to Dr. M.N.S. Swamy, Chairman, Department of Electrical Engineering, Concordia University, Montreal, Quebec.

CONCORDIA UNIVERSITY. Dept. of Electrical Engineering. Applications are invited for a faculty position in the Department of Electrical Engineering at Concordia University, where expansion is planned in the Digital Systems Design / Application area. Candidates should have a Doctorate and experience in one or more of the following areas: minicomputer and microprocessor architecture, application; computer-aided digital design, and computer communication. Responsibilities include undergraduate and graduate teaching, as well as supervision of Masters and Doctoral students. Interested individuals should send resume to: Dr. M.N.S. Swamy, Professor and Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Canada H3G 1M8.

MCGILL UNIVERSITY. Dept. of Mining and Metallurgical Engineering. Applications are invited for a teaching / research position in Mining Engineering. Applicants specializing in the human and engineering aspects of the mining environment or in mineral economics preferred. A master's degree or a Ph.D. in Mining Engineering and / or several years' field experience desirable. Salary and level of appointment according to qualifications. Applications to: Professor W.M. Williams, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3450 University Street, Montreal, Quebec H3A 2A7.

MCMASTER UNIVERSITY. Department of Mechanical Engineering. An Assistant Professor is required in the Department of Mechanical Engineering for the following: undergraduate and graduate teaching principally in industrial / production engineering and to complement such other areas of interest within the department as metalworking, development of the computer-aided manufacturing laboratory in conjunction with computer-aided design and research activities in the use of computers in the organization and control of manufacturing. Industrial experience and education to the level of Ph.D. or equivalent is required. The appointment will be initially for three years. Send a resume and three references to: Professor J.N. Siddall, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

THE UNIVERSITY OF MANITOBA. Department of Electrical Engineering.

Post Doctoral Fellows are required in the area of Electrical Machine Design and Digital Computer Simulation Studies of systems involving Thyristor circuits. Please submit resume indicating the date suitable for joining and arranging simultaneously for at least two letters of recommendation. Apply to: Dr. R.M. Mathur Department of Electrical Engineering The University of Manitoba, Winnipeg, Manitoba R3T 2N2.

SAINT MARY'S UNIVERSITY. Dept. of Engineering. Applications are invited for the position of Assistant Professor of Engineering. Ph.D. is preferred and the successful candidate will be required to teach undergraduate courses in electrical engineering to the Diploma in Engineering students. Salary range is \$17,000 to \$20,000. Effective date of appointment is September 1, 1978. Apply to D.L. Mulrooney, Director, Division of Engineering, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

UNIVERSITY OF SASKATCHEWAN. Dept. of Mechanical Engineering. Assistant professor to teach a wide range of general engineering and mechanical engineering subjects at the undergraduate level and control engineering subjects at the graduate level. Successful applicant will be expected to pursue vigorously research and development activities in the fluid power control area. Applicants must have a Ph.D. in Mechanical Engineering and a strong background in the Fluid Power Control area. Salary is negotiable, depending on experience. Starting date: July 1, 1978. Applications should be submitted before December 15, 1977 to Professor R.W. Besant, Coordinator-Search Committee, Department of Mechanical Engineering, University of Saskatchewan S7N 0W0, Canada.

UNIVERSITY OF WATERLOO. Dept. of Electrical Engineering. For the 1977-78 academic year applications are invited for post-doctoral fellowships, research associateships and visiting professorships in the following areas: circuits and computer aided design; systems and control; power engineering; solid state electronics; electromagnetic engineering; bio-engineering and computer engineering. These appointments are for one or two year terms and are funded in full or in part from research grants and /or contracts. Inquiries should be sent to Prof. K.D. Srivastava, Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment January 1, 1978.

UNIVERSITY OF WATERLOO. Civil Engineering. Applications are being accepted for the position of Assistant Professor, but other ranks may be considered. Ph.D. required in the area of Soil Mechanics. Industrial and academic experience desirable. Duties include teaching and research. Salary pending on qualifications. Please address inquiries to Dr. T.H. Topper, Department of Civil Engineering University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment - when available.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited from persons having an Undergraduate background in chemical, electrical, or mechanical engineering, and doctorate experience in the systems and control field. Teaching and research, undergraduate and graduate, in systems analysis and control are expected, with a willingness to share teaching responsibilities in the undergraduate core studies, are expected. The position is for a three year term, with salary commensurate with experience. The appointment is subject to funds being available. Contact: G.F. Chess, Associate Dean Faculty of Engineering Science The University of Western Ontario London, Canada, N6A 5B9 Effective date of appointment is July 1, 1978. Closing date for applications is December 31, 1977.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for appointment as Assistant Professor in Electrical Engineering. Qualifications required are a Ph.D. (or equivalent) with research experience in radio engineering. The successful applicant will be required to teach graduate and undergraduate courses in electrical engineering and in undergraduate core studies and to conduct research and supervise graduate students in radio engineering. The appointment is for a three year term effective July 1, 1978. Closing date for applications is December 31, 1977. The appointment is subject to funds being available. Applications, including curriculum vitae and names of three referees should be sent to: G.F. Chess Associate Dean Faculty of Engineer-

ing Science The University of Western Ontario London, Ontario N6A 5B9.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for appointment as Assistant Professor of Chemical Engineering in the area of Environmental Engineering. A background in water quality or solid waste with some mathematical modeling of environmental systems would be expected to teach undergraduate core and chemical engineering subjects and graduate courses in environmental engineering and to conduct research and supervise graduate students. The appointment is for a three-year term beginning July 1, 1978. Send applications including curriculum vitae, details of experience, and the names of three referees to: G.F. Chess, Acting Dean Faculty of Engineering Science The University of Western Ontario London, Ontario N6A 5B9 Closing Date January 31, 1978. (Above position subject to availability of funds).

UNIVERSITY OF WINDSOR. Dept. of Electrical Engineering. Applications are invited for a senior faculty position (associate Professor / Professor) in the area of High Voltage Technology. Rank and salary commensurate with the applicant's qualifications and experience. Duties will include teaching undergraduate and graduate courses and participation in research at MSc. and Ph.D. level. The University has well equipped High Voltage research facilities with a dynamic group active in High Voltage Insulation research. Date of appointment, July 1st, 1978. Forward resume to: Dr. A.H. Qureshi, Electrical Engineering Department, University of Windsor, Windsor, Ontario, Canada, N9B 3P4. Closing date for applications - January 6, 1978.

ENGLISH

THE UNIVERSITY OF ALBERTA. English Dept. Applications are invited from suitably qualified women and men for an appointment (subject to financing) at Assistant Professor or perhaps higher rank, commencing July 1st, 1978. Ph.D., specialization in any area, but qualifications in Modern American Literature, and / or History and Development of the English language, and / or Rhetoric, Composition and Remedial Writing may be an advantage; teaching experience desirable; publication an asset. Rank minima (1977-78): Assistant Professor \$17,625 Associate Professor \$22,889; Professor \$30,134. Applications, with, in the first instance, please, curriculum vitae, transcripts, and names of three referees, to Dr. R.F. Anderson, Chairman, Department of English, University of Alberta, Edmonton, T6G 2E5, considered until December 31st, 1977, subject to the position remaining unfilled.

UNIVERSITY OF VICTORIA. Dept. of English. Applications for the position of specialist in Canadian Literature are invited. The appointment may be made at any level; candidates should have Ph.D. with either dissertation or publications in the field. Teaching experience is desirable. The University reserves the right not to fill this vacancy. Applications should be sent to: Dr. M.R. Best, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

CURATORSHIP - ROM

ROYAL ONTARIO MUSEUM Far Eastern Department. Museum Curatorship open: Far Eastern Department Senior Curatorial position open for specialist in East Asian Art and Archaeology (Chinese or Japanese Painting and Decorative Arts, Buddhist Arts of Asia, Indian and Southeast Asian Art and Archaeology)... Curatorial work with administrative possibilities. Cross-appointment for university teaching may be negotiated. Requirements: Ph.D. or equivalent. Working knowledge of Chinese or Japanese language or both. French desirable. Museum experience, ideally combined with some teaching experience. Rank and salary: Commensurate with qualifications and experience. Application: Please address applications and communications to: Dr. James E. Cruise, Director, Royal Ontario Museum (Chairman of Search Committee) 100 Queen's Park, Toronto, Ontario M5S 2C6. Include complete and up-to-date C.V., with names and current addresses of three referees. Application deadline: January 15, 1978.

FINE ARTS

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Fine Arts. The Fine Arts Dept., University of B.C., invites applications for the following

positions, at the Asst. Professor level or above: Renaissance Art (a candidate in the earlier part of the Italian Renaissance would be preferred); European Art in the 19th century; European Art in the 20th Century; North American Indian Art. Qualifications: Ph.D. and some publication. Apply to: Dr. George Know, Professor & Head, Fine Arts Dept., University of B.C., 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5, before 15 Jan. 1978. Appointment to commence 1 July 1978. While it is the intention of the Department to fill these positions as soon as possible, our ability to do so is at present subject to budgetary and other considerations. The Fine Arts Dept., University of B.C., also invites applications for a position teaching Sculpture, at the Asst. Professor level or above. Some teaching experience and professional standing required. Apply as above. Deadline: 15 January, 1978.

FOLKLORE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Folklore. One visiting appointment (1 year), rank open; and 1 regular appointment at rank of Lecturer or Assistant Professor (subject to budgetary approval). Qualifications required: Ph.D. in hand or nearing completion. Nature of duties: To teach courses and supervise research in Ethnography of Speaking, Folklore of Ethnic Groups, Irish Folklore, and Children's Folklore; and the ability to teach courses in several of the following: Ethnomusicology, Folklore and Politics, Structuralism, Genre Theory, Applied Folklore, Urban Folklore, Folklore and Psychology, and other social science approaches to folklore; Slavic Folklore, Folklore of Native Peoples, and Canadian Folklore. Salary dependent upon qualifications and experience. Address enquiries to: Head, Department of Folklore Memorial University of Newfoundland St. John's, Newfoundland A1C 5S7. Effective date of appointment - September 1, 1978. Closing date for receipt of applications - February 15, 1978.

GEOGRAPHY

CONCORDIA UNIVERSITY. Department of Geography. 1. Assistant Professor, 2. Ph.D., 3. To teach undergraduate courses on the Loyola Campus and have ongoing research activities. 4. Minimum salary 1977-78 is \$18,089. 5. Send Curriculum Vitae and the names of three references to Dr. David Frost, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Closing date January 31, 1978.

CONCORDIA UNIVERSITY. Department of Geography. 1. Lecturer or Assistant Professor to replace a faculty member on leave. 2. Ph.D. preferred. 3. To teach undergraduate introductory cartography courses on both the Sir George Williams and Loyola Campuses. 4. Minimum salaries 1977-78 - Lecturer \$14,290; Assistant Professor - \$18,089. 5. Send Curriculum Vitae and the names of three references to Dr. David Frost, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Closing date January 31, 1978.

UNIVERSITY OF VICTORIA. Dept. of Geography. Applications are invited for the following positions: Assistant or Associate Professors (2). July 1, 1978. Ph.D. Required. Salary range \$17,400 to \$27,650. Position 1: Cultural geographer, with a Pacific regional specialty who could also teach cartographic or quantitative techniques. Position 2: Urban geographer, a specialist in urban and regional transportation, who could also teach quantitative or cartographic techniques. Submit curriculum vitae and the names of three referees to Dr. C.N. Forward, Chairman, Dept. of Geography, University of Victoria, B.C. Canada V8W 2Y2. Closing date January 1978. Extensive academic training or experience in Canada preferred.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of Geography. Two regular positions (Subject to Availability of Funds). Assistant Professor rank. Salary \$17,000. Ph.D. required. Limited term of one to three years. No restriction as to specialty. Starting date 1 July 1978. Closing date for applications 31 January 1978. One temporary position (Subject to availability of funds). Lecturer or Assistant Professor. Salary scale \$14,000 to \$17,000 per annum. Ph.D. preferred. Limited term of one or two academic terms (Leave replacement). Quantitative methods specialty. Closing date for applications 31 January 1978. Applications to: Professor C.F.J. Whebell,

Chairman Department of Geography The University of Western Ontario London, Ontario N6A 5C2 Canada.

GEOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Dept. of Geological Sciences. Applications are invited for a temporary lecturer. Duties include undergraduate and graduate teaching in engineering geology. Research interest should lie in the application of the techniques of rock mechanics, soil mechanics, and structural geology in real geological environments of engineering interest. Term: One year beginning January 11, 1978; renewable for a second year subject to satisfactory performance and budgetary considerations. Qualifications: Ph.D. required. Salary: Negotiable. Applications should include a curriculum vitae and the names of three references. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Applications should be sent to Dr. R.A. Freeze, Department of Geological Sciences, The University of British Columbia, Vancouver, B.C. Canada, V6T 1W5.

THE UNIVERSITY OF BRITISH COLUMBIA. Dept. of Geological Sciences. Applications are invited for a temporary lecturer. Duties include undergraduate teaching in general geology and biostratigraphy and a graduate course in micropaleontology. Term: One year beginning January 1, 1978; renewable for a second year subject to satisfactory performance and budgetary considerations. Qualifications: Ph.D. required. Salary: negotiable. Applications should include a curriculum vitae and the names of three references. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Applications should be sent to Dr. J.V. Ross, Department of Geological Sciences, The University of British Columbia, Vancouver, B.C. Canada V6T 1W5.

UNIVERSITY OF CALGARY. Dept. of Geology. Two positions for sessional instructors from August 1, 1978 to April 30, 1979 with the possibility of renewal. The prime responsibility of these positions is to co-ordinate instruction in the laboratory of junior courses including physical and historical geology, introductory geology for engineers, sedimentation and paleontology. Candidates with M.Sc. or Ph.D. degrees will be considered, some previous teaching experience will be an asset. Interested persons should send resumes and have three letters of reference forwarded to: Dr. J.E. Klován, Head Department of Geology University of Calgary, Calgary, Alberta T2N 1N4.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Dept. of Geology. Applications are invited from suitably qualified candidates for three Postdoctoral positions, one in each of the following fields of research: 1) Geochemistry of granitic rocks (in collaboration with Dr. D.F. Strong) 2) Ordovician graptolite faunas (with Dr. D. Skevington); 3) Paleoenvironmental analysis of Table Head Formation, (Middle Ordovician), west Newfoundland (with Dr. N.P. James). The Fellowships are tenable for a period of one year in the first instance, commencing on 1 April 1978, at a salary of \$10,800 plus fieldwork expenses. Fellows may be called upon to undertake a limited amount of teaching in addition to contributing to the research programmes in their particular fields. Applications (two copies), together with the names and addresses of three referees, should be submitted by 31 January 1978 to Dr. D. Skevington, Head, Department of Geology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Geology. Applications are invited for the post of Assistant Professor (Research), subject to the availability of funds. Duties: Will include maintenance and supervision of an automated electron-probe microanalyser (JXA-50A with Krisel Control), installation, maintenance, and supervision of a Micromass 30 thermal ionization mass spectrometer, and upgrading of data processing within the Geology Department. Qualifications: An appropriate degree or diploma, preferably Ph.D. Experience in solid state electronics, computer interfacing and computing procedures is essential. Tenure: Initially for a two-year period. Salary: To be negotiated, depending on qualifications and experience. Application: Written application stating full personal particulars and details of qualifications and experience together with names and addresses of three referees should be sent to: The Head,

Department of Geology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7.

HISTORY

UNIVERSITY OF GUELPH. Dept. of History. Applications are invited for appointment at the Assistant Professor level in British Modern History with emphasis on Scotland and a second field in Modern European history, effective July 1, 1978. Qualifications: Ph. D. or equivalent; teaching experience. Closing date January 15, 1978. Apply to: Dr. W. Straka, Department of History, University of Guelph, Guelph, Ontario.

MCGILL UNIVERSITY. Dept. of the History of Medicine. Position: Assistant Professor. Qualifications: Ph.D. in History essential, M.D. useful, good working knowledge of French; demonstrated or potential teaching ability; interested in recent (18th 20th centuries) social history related to health and medicine, preferably in Canada, possibly in France, U.S. or Great Britain; willingness to work full-time with medical sociologist, medical anthropologist and another medical historian in applying their perspectives to the education of health professionals. Description: Teaching and research in health and medicine in modern Quebec and other pertinent societies; participation in an inter-disciplinary department responsible for the social sciences and humanities in the Faculty of Medicine; possible cross-appointment in the Department of History. Salary: Commensurate with qualifications and experience. Applications: Send vita and names of three referees to Dr. D. G. Bates, Chairman, Department of the History of Medicine, McIntyre Medical Sciences Building, 3655 Drummond Street, McGill University, Montreal, Canada, H3G 1Y6. Effective date of appointment is by or before September 1, 1978. Position open until filled.

MCGILL UNIVERSITY. Department of History. Sabbatical replacement appointment at the assistant professor rank. Appointment dependent upon final budgetary approval. Ph. D. preferred. Undergraduate teaching in Canadian history, with strong teaching competence in a second field, preferably Colonial United States or early British history. Present assistant professor minimum is \$18,650. Curriculum vitae and two letters of reference to the Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7. Appointment to begin September 1, 1978. Closing date for applications: When position is filled.

MCMASTER UNIVERSITY. Dept. of History. The McMaster Labour Studies Programme and the Department of History jointly invite applications for a one-year Research Associateship in Canadian Labour Studies, effective 1 July 1978. Duties will include the teaching of one course at the senior undergraduate level in Canadian labour history and the conduct of curriculum-oriented research. Qualifications: doctorate or the equivalent, preferably with some teaching experience and publications. Salary: \$15,000. Send curriculum vitae and the names of three referees to Dr. John P. Campbell, Department of History, McMaster University, 1280 Main Street West, Hamilton, L8S 4L9.

UNIVERSITE DE MONTRÉAL. Département d'histoire. URGENT. Professeur adjoint, agrégé ou titulaire d'Histoire du Canada. Salaire et rang dépendent des qualifications et expérience. Enseignement uniquement en français. Écrire avant le 15 janvier 1978 à: Le Directeur, Département d'Histoire, Université de Montréal, Case Postale 6128, Succursale "A", Montréal, Québec, H3C 3J7.

UNIVERSITY OF TORONTO. Dept. of History. Canadian History, assistant professor, tenure stream, St. George Campus, University of Toronto; Ph.D. required and preferably some experience and publication; to teach courses in pre-Confederation Canadian history; salary floor, \$15,900; salary negotiable depending on qualifications. Applications should be sent to Professor W. J. Callahan, Chairman, Department of History, University of Toronto, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO. Erindale College. Dept. of History. wishes to make a tenure-stream appointment in British History at the rank of Assistant Professor. Ph.D. is required. Any field of specialization except Medieval England will be considered, and preference will be given those with breadth of background and interests. The appointment will take effect from 1

July 1978, at a salary in the junior Assistant Professor range. Closing date for applications is when the position is filled. Applications and enquiries should be sent to Professor David Raby, Erindale College, University of Toronto, Mississauga, Ontario L5L 1C6.

UNIVERSITY OF VICTORIA. History Dept. invites applications for two one year leave replacement vacancies teaching requirements will be in 2 of the 3 following areas depending on internal dispositions: 1. Modern French Canada. 2. Survey of British History, 19th Century Britain 3. 18th and 19th Century Europe. Rank and salary according to achievement and experience. In all cases, an ability to teach in more than 1 of the 3 areas will be considered an important asset. The University of Victoria reserves the right not to fill this vacancy. Applications including curriculum vitae and 3 referees to Dr. J. Money, Chairman, Dept. of History, University of Victoria, Victoria, B.C. V8W 2Y2 by 15th of February, 1978. Subject to the availability of funds, the History dept. University of Victoria is seeking applications for a regular full-time appointment in pre-Confederation Canadian history beginning 1 July, 1978. Candidates must have Ph.D. complete otherwise rank and salary according to achievements and experience. Ability to teach in a second area other than Canadian History will be considered. An additional asset. The University of Victoria reserves the right not to fill this vacancy. Applications including curriculum vitae and 3 referees to Dr. J. Money, Chairman, Dept. of History, U. of Victoria, Victoria, B.C. V8W 2Y2 by 15th February, 1978.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of History. Limited-term appointment (1-3 years, beginning 1 July 1978) in mediaeval/early modern European history at the rank of Lecturer or possibly Assistant Professor, subject to funds being available. Ph.D. or near and teaching experience desirable. Curriculum vitae, graduate transcripts and three letters of reference to J.N. Thompson, Chairman, Department of History, The University of Western Ontario, London, Ontario N6A 5C2.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of History. One or more one-year leave-replacement appointments (beginning 1 July 1978) in modern European history at the rank of Lecturer or possibly Assistant Professor, subject to sabbatical leaves being granted and funds being available. Ph.D. or near and teaching experience desirable. Curriculum vitae, graduate transcripts and three letters of reference to J. N. Thompson, Chairman, Department of History, The University of Western Ontario, London, Ontario N6A 5C2. 6. 31 December 1977.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of History. One-year leave-replacement appointment (beginning 1 July 1978) in U.S. history pre-1840 at the rank of Lecturer or possibly Assistant Professor, subject to sabbatical leave being granted and funds being available. Ph.D. or near and teaching experience desirable. Curriculum vitae, graduate transcripts and three letters of reference to J. N. Thompson, Chairman, Department of History, The University of Western Ontario, London, Ontario N6A 5C2. 6. 31 December 1977.

HOME ECONOMICS

MOUNT SAINT VINCENT UNIVERSITY. Dept. of Home Economics. Mount Saint Vincent University is seeking a Chairperson for its Department of Home Economics, to take office July 1, 1978. This growing department currently enrolls over 200 students working towards undergraduate degrees with concentrations in education, consumer studies, family studies, clothing/textiles, foods and nutrition and professional preparation in dietetics. A master's degree in home economics education is also offered. Responsibilities: Administration of the department and some teaching. Includes directing the faculty and maintaining academic standards, coordinating research, recommending promotions, determining departmental priorities, and preparing budgets. This position reports to the Academic Dean. Qualifications: Ph.D. in home economics discipline and university teaching experience. Rank: Associate Professor or above. Salary: Dependent on qualifications Apply to: Dr. Walter J. Shelton Academic Dean Mount Saint Vincent University Halifax, Nova Scotia B3M 2J6.

HUMAN KINETICS

UNIVERSITY OF GUELPH. College of Biological Science. Starting at the latest in Fall 1978, a faculty person is required to teach ergonomics in the B.Sc. program in Human Biology and the B.Sc. (H.K.) program in Human Kinetics, to work with graduate research students and to research in the field of Ergonomics and Human Factors. If the successful applicant has specialist capabilities in human sciences, ability to contribute also to teaching in the areas of human growth and aging or environmental adaptation or human psychology would be attractive. Applicants with specialization in engineering who can contribute to the bio-mechanics domain will be considered if they have background to approach the teaching of some of the auxiliary material identified above. For further information and applications, contact: Dr. J.D. Brooke, Chairman, Department of Human Kinetics, University of Guelph, Guelph, Ontario, Canada N1G 2W1 (519) 824-4120, Extension 3869 or 3870.

LANGUAGES

UNIVERSITY OF OTTAWA/UNIVERSITÉ D'OTTAWA. Second languages / Langues secondes. Applications are invited for two faculty positions in second language teaching. Candidates should possess a Ph.D. degree in a field directly related to second language teaching and have enough experience to be resource person in second language didactics. Because of present needs, preference will be given to those who can teach French. The appointments will be at any level depending upon qualifications. The positions are available as of July 1st, 1978. Conditions are according to the collective agreement and availability of funds. Closing date for applications: when the positions are filled. Please send an application with a curriculum vitae to Raymond LeBlanc, Director, Centre for Second Language Learning, University of Ottawa, Ottawa, Ontario K1N 6N5.

L'institut de langues vivantes cherche deux professeurs de rang académique en enseignement de la langue seconde. Les candidats doivent être titulaires d'un doctorat dans un domaine directement pertinent à l'enseignement de la langue seconde et avoir suffisamment d'expérience pour agir comme personnes ressources en didactique des langues secondes. À cause des besoins actuels, la préférence ira à ceux qui peuvent enseigner le français. Le rang académique dépendra des qualifications.

Ces postes sont disponibles à compter du 1er juillet 1978. Les conditions d'emploi sont déterminées par la convention collective et par les disponibilités budgétaires. Le concours se terminera lorsque l'on aura retenu les services de deux candidats. S'il-vous-plait faire parvenir votre demande et votre curriculum vitae à Raymond LeBlanc, directeur, Institut de langues vivantes, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF GUELPH. French Department. One year appointment to replace faculty member on leave. Ph.D. preferred. Undergraduate teaching in XXth century literature; language. Salary negotiable. Apply to Dr. Margret Andersen, Chairman, Department of Languages, University of Guelph, N1G 2W1. Appointment effective August 1, 1978. Applications accepted until position filled.

LAW

QUEEN'S UNIVERSITY. Faculty of Law. Possibility of one or two openings for 1978-79. Record of research or writing of high quality, or evidence of outstanding research potential, is required. Graduate study in law is normally required. A capacity for interdisciplinary work, and a demonstrated interest in it, would be an asset, as would experience relevant to clinical courses. Salary and rank in accordance with qualifications and experience. Applications, with curriculum vitae and names of three references, to Dean Bernard Adell, Faculty of Law, Queen's University, Kingston, Ontario K7L 3N6.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Law. Applications are invited for assistant, associate and full professor positions in the Faculty of Law for appointments to commence July 1, 1978. Applications should be addressed to Dean David L. Johnston, Faculty of Law, The University of Western Ontario, London, Ontario, N6A 3K7, and should contain a detailed curriculum vitae together with the names of three references.

LIBRARY

THE UNIVERSITY OF MANITOBA. Library. The University of Manitoba

Libraries invite applications for Head Cataloguing Dept., Technical Services Division, Elizabeth Dafoe Library. The incumbent reports to the Associate Director for Technical Services and is responsible for the operation and development of the Cataloguing Dept. Duties include selection, evaluation and development of staff; organization and delegation of workload; budget preparation; sharing in policy planning for the division and implementation of policy in the Dept. The Cataloguing Dept. is made up of the original cataloguing, copy cataloguing, catalogue maintenance, and preparation sections with a staff of eleven professional librarians and twenty-five support staff. The Dept. provides centralized cataloguing services for eight of the thirteen libraries in the University of Manitoba system using AACR and LC classification. The Kubrar Library System has collections of over one million volumes net additions of 45,000 yearly and serves a student population of about 20,000. Qualifications: A degree from an accredited school plus a minimum of four years cataloguing experience and demonstrated administrative ability: experience in or knowledge of automated cataloguing applications are assets: personal qualifications of problem solving skills, technical knowledge, tact and patience. Salary commensurate with qualifications and experience, minimum \$20,000. There is a one year probationary period. Apply to: Paul Wiens, Assistant Director for Administration (Libraries), Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

LINGUISTICS

THE UNIVERSITY OF ALBERTA. Department of Linguistics. Applications are invited for the position of assistant professor (tenure track) commencing July 1, 1978. Qualifications required include Ph.D. completed, specialization in experimental psycholinguistics, competence in syntactic theory, background in experimental design and statistics, demonstrated commitment to research and teaching. Present salary minimum: \$17,625. The position is open to both men and women. Closing date for applications is: December 31, 1977. Send letter of applications, complete c.v., and names of three references to Dr. Gary D. Prideaux, Chairman, Department of Linguistics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1.

MANAGEMENT STUDIES

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for two finance positions in the Faculty of Management Studies, University of Toronto, for September, 1978. Applicants should have research and teaching interests in one or more of the following areas: Corporate Finance, Capital Markets, Asset valuations under risk markets for contingent claims and financial responsibilities may be at undergraduate, M.B.A. and Ph.D. levels. Required qualifications include completion or substantial completion of a Ph.D. program. Applications should be submitted, with resumes, to: Dean M.B.E. Clarkson, Faculty of Management Studies, University of Toronto, 246 Bloor St., West, Toronto, Ontario M5S 1V4.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant Professor of Marketing in the Faculty of Management Studies, University of Toronto, available July 1, 1978. Candidates should be recent graduates of a Ph.D. program or be near completion. Teaching duties will initially be primarily undergraduate courses with some work at the Master's level. Applications should be submitted to: Professor G. H. Haines, Jr. Faculty of Management Studies University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1V4.

McGILL UNIVERSITY. Faculty of Management. 2 openings in the area of Organizational Behavior — Organizational Theory. Rank and Salary negotiable according to qualifications and experience. Applications should be sent to: Professor Gerald J. Gorn, Faculty of Management, McGill University, 1001 Sherbrooke St., West, Montreal, Quebec H3A 1G5.

MATHEMATICS

THE UNIVERSITY OF ALBERTA. Dept. of Mathematics. Two positions available at assistant professor level, tenure track, for July 1, 1978. Preferred fields are applied statistics and modern applied mathematics. Must have a Ph.D. in mathematics or statistics and a demonstrated capacity for teaching and research. Send vitae with references, reprints to M.S. Klamkin, Chairman,

Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 3G1.

UNIVERSITY OF SASKATCHEWAN. Dept. of Mathematics. Assistant Professor. Ph.D. in Statistics completed or expected: with specialization in applied areas such as: Time Series Analysis, Multivariate Analysis, Applied Probability Theory, Stochastic Processes. Should have a strong interest in undergraduate and graduate teaching, and must be willing to become actively involved in statistical consulting and collaboration as part of his duties. Appointment to be effective July 1, 1978. Applications should be sent to Prof. B.S. Lalli, Head.

UNIVERSITY OF VICTORIA. Dept. of Mathematics. Applications are invited for one permanent and one visiting position in Computer Science, to begin July 1, 1978. Applicants should have research and teaching interests in one or more of the following areas: software engineering, operating systems, computer architecture, programming languages, and analysis of algorithms. Applicants should have a Ph.D. in computer science or equivalent research experience. The salary and rank of the appointment will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the names of four references to Dr. R. R. Davidson, Chairman, Department of Mathematics, University of Victoria, British Columbia, Canada, V8W 2Y2. The closing date for applications is: February 15, 1978. The University of Victoria reserves the right not to fill these vacancies.

UNIVERSITY OF VICTORIA. Dept. of Mathematics. Applications are invited for a permanent position in Statistics and Probability to begin July 1, 1978. Applicants must have a Ph.D. in Statistics or Probability and a strong commitment to undergraduate teaching and research. Potential teaching responsibilities include applied and theoretical courses in statistics and probability as well as lower division courses in mathematics. The appointee will be expected to be active in research and to participate in statistical consulting. Salary and rank will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the names of four references to Dr. R. R. Davidson, Chairman, Department of Mathematics, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2. Closing date for applications is February 15, 1978. The University of Victoria reserves the right not to fill this vacancy.

MICROBIOLOGY

UNIVERSITY OF GUELPH. Department of Microbiology. Two faculty positions. 1. Assistant or Associate Professor. The appointee will participate in an established research program in the area of fish diseases. Applicants should have a successful record in this area, or be experienced in serology/immunology and prepared to apply this expertise to fish diseases. A strong background in general microbiology is necessary, and the appointee will be required to contribute to the Department's diverse and extensive undergraduate and graduate teaching programs. The level of appointment will be commensurate with the qualifications and experience of the successful applicant. This position is available immediately. 2. Assistant Professor. The appointee must have a strong background in microbiology and electron microscopy, and will be required to participate in the undergraduate and graduate teaching programs. He/she will be encouraged to establish an active research program, and will be expected to provide electron microscope expertise and assistance to other research programs in the department. This appointment will be made effective September, 1978. The Ph.D. degree is a requirement for both positions. The appointments will be probationary in nature, and the granting of tenure will be considered within five years of appointment. Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr. D. C. Jordan, Chairman, Department of Microbiology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 to arrive no later than February 1st, 1978.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Microbiology. Assistant Professor. Shared appointment with Vancouver General Hospital. Teaching of medical undergraduates and postgraduates, conduct of hospital microbiological diagnostic tests, appropriate research. Medical qualification registrable in B.C., plus Medical

Microbiology specialty qualification are essential. Curriculum vitae plus two letters of reference to Dr. D. M. McLean, Division of Medical Microbiology, University of British Columbia, Vancouver, B.C. V6T 1W5, before 31 December 1977.

UNIVERSITY OF TORONTO. Faculty of Medicine. 1. Co-ordinator of Geriatrics, Faculty of Medicine. 2. A graduate in medicine with formal training in Geriatrics or with considerable experience in the field, and with established administrative skills. 3. 1) To be clinically active in a Geriatric setting. 2) To plan and coordinate undergraduate and postgraduate education and research in Geriatrics in consultation with pertinent faculty department. 3) To involve Geriatric facilities in University affected hospitals, and in the Community, in the promotion of this programme. 4) To act as the Faculty representative in the overall programme in Gerontology currently being organized in the University of Toronto. 4. Salary and rank offered in the faculty's department representing his discipline, commensurate with qualifications and experience. 5. William Paul, Associate Dean, Institutional Affairs, Faculty of Medicine, University of Toronto, Room 2113, Medical Sciences Building, Toronto, Ontario M5S 1A8. 6. Effective Date: July, 1978.

UNIVERSITY OF TORONTO. Faculty of Medicine. 1. Clinical Nutritionist — Department of Pediatrics Assistant/Associate Professor. 2. M.D. — preferably Ph.D. 3. Charge of Clinical Nutrition programme — Hospital for Sick Children — involved in teaching, research and clinical care at Hospital for Sick Children. Teaching programme integrated with Department of Nutrition and Food Science. 4. Commensurate with qualifications and experience. 5. Dr. David Carver. 6. January 1, 1978. 7. July 1, 1978.

UNIVERSITY OF TORONTO. Speech Pathology (Medicine). 1. Assistant Professor. 2. Ph.D. with proven teaching and research capabilities. A strong background in the neurologically based disorders of communication which should include direct and comprehensive clinical experience with these disorders. 3. Participation in a developing speech pathology graduate programme with teaching, research and possible thesis supervision. 4. Depending on experience and qualifications. 5. Professor J.F. Walker, Director, Division of Speech Pathology, Faculty of Medicine, University of Toronto, Toronto, Ontario, M5S 1A1. 6. July 1, 1978, or as soon thereafter as possible. 7. When position filled.

UNIVERSITY OF TORONTO. Faculty of Medicine. (Speech Pathology). Applications are invited for a newly-established position within the Division. Ph.D. with proven teaching and research capabilities. A strong background in the neurologically based disorders of communication including clinical experience. Responsibilities include participation in a developing speech pathology graduate programme, teaching, research and possible thesis supervision. Assistant Professor. Salary open. Date of appointment: July 1st, 1978 or as soon as possible thereafter. Write to Professor J.F. Walker, Director, Division of Speech Pathology, Faculty of Medicine, University of Toronto, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO. Faculty of Medicine (Pathology). Applications are being considered for the appointment of a Staff Pathologist to the conjoint Department of Pathology at the Princess Margaret Hospital and the Wellesley Hospital, teaching hospitals in the University of Toronto. The appointment carries with it a faculty rank in the Department of Pathology, University of Toronto commensurate with the background and experience of the appointee and involves the usual academic responsibilities. Certification in Anatomical Pathology by the Royal College of Physicians and Surgeons of Canada and the L.M.C.C. are the required qualifications. Preference will be given to applicants with experience and specialty training in tumour pathology. Applications and enquiries should be forwarded to T.C. Brown, M.D., Pathologist-In-Chief, Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario, Canada, M4X 1K9.

UNIVERSITY OF TORONTO. Faculty of Medicine (Health Administration). 1. Assistant or Associate Professor. 2. Ph.D. or equivalent in Economics. 3. Graduate teaching and research. Participation in Health Care Research Unit, Medical Education and multidisciplinary health services research and evaluation in Community Health Division. 4. Salary negotiable. 5.

Applications with Curriculum Vitae to: Dr. Eugene Vayda, Chairman, Dept. of Health Administration, Division of Community Health, Faculty of Medicine, University of Toronto, Fitzgerald Building, 150 College Street, Toronto, Ontario M5S 1A1. 6. January 1 or July 1, 1978. 7. When position filled.

MODERN LANGUAGES

UNIVERSITY OF OTTAWA. Slavic Studies and Modern Languages. Spanish Specialist in the field of Spanish-American literature. July 1, 1978. Rank: assistant or associate professor. Minimum qualifications: Ph.D. in Spanish with a specialization in Spanish-American literature; publications; native or near-native proficiency in the spoken and written language; teaching experience knowledge of either Italian or Portuguese and Luso-Brazilian literature would be an advantage. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or who have an excellent knowledge of, both French and English. Women are encouraged to apply. Letters with curriculum vitae plus names of three referees to Professor Zbigniew Folejewski, Chairman, Department of Slavic Studies and Modern Languages, University of Ottawa, Ontario K1N 6N5, Canada.

UNIVERSITY OF OTTAWA. Slavic Studies and Modern Languages. (Italian) Specialist in Italian. July 1, 1978. Rank: assistant professor. Minimum qualifications: Ph.D. in Italian; publications; teaching experience in Italian language and literature. A knowledge of Portuguese would be an additional asset. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or who have an excellent knowledge of, both French and English. Letters with curriculum vitae plus names of three referees to Professor Zbigniew Folejewski, Chairman, Department of Slavic Studies and Modern Languages, University of Ottawa, Ontario, K1N 6N5, Canada.

UNIVERSITY OF OTTAWA. Slavic Studies and Modern Languages. (Russian) Assistant or associate professor. Minimum requirements: Ph.D. in Russian, teaching experience in language and literature, some experience in graduate studies, publications. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or who have an excellent knowledge of, both French and English. Letters with curriculum vitae plus names of three referees to Professor Zbigniew Folejewski, Chairman, Department of Slavic Studies and Modern Languages, University of Ottawa, Ontario K1N 6N5, Canada.

ST. FRANCIS XAVIER UNIVERSITY. Dept. of Modern Languages. Applications are invited for a position in the Department of Modern Languages. Qualifications required: Doctorate in French, experience in university teaching. Nature of Duties: teaching French language and literature at the undergraduate level. Salary and rank: negotiable according to qualifications and experience. Effective date of appointment: September 1, 1978. Applications should be forwarded to Mrs. G. Sanderson, Chairman, Department of Modern Languages, St. Francis Xavier University, Antigonish, Nova Scotia.

SIMON FRASER UNIVERSITY. Department of Modern Languages. (French) Appt. at the rank of Asst. Professor. Ph.D. with specialization in French linguistics. To teach undergraduate and graduate courses in French linguistics, stylistics, linguistic, analysis of literature, and possibly advanced composition. Salary commensurate with qualifications and experience. Curriculum vitae, names and addresses of three referees, copies of publications to be sent to Dr. Ch. P. Bouton, Chairman, Department of Modern Languages, Simon Fraser University, Burnaby, B.C. V5A 1S6. Starting date - September 1, 1978; receipt of applications - January 30, 1978.

SIMON FRASER UNIVERSITY. Department of Modern Languages. (German Literature). Appt. at the rank of Assistant Professor. Ph.D. with specialization in German literature, native ability, research and teaching experience. To teach undergraduate courses (Enlightenment to 20th Century) participate in the development of the literature program. Salary commensurate with qualifications and experience. Curriculum vitae, names and addresses of three referees, copies of publications to be sent to Dr. Ch. P. Bouton, Chairman, Department of Modern

Languages, Simon Fraser University, Burnaby, B.C. V5A 1S6. Starting date - September 1, 1978; receipt of applications - January 31, 1978.

SIMON FRASER UNIVERSITY. Department of Modern Languages. (German Linguistics) Appt. at the rank of Assistant Professor. Ph.D. with specialization in German linguistics, native ability, research and teaching experience. To teach undergraduate courses in German language and linguistics (particularly synchronic syntax, morphology and phonology). Salary commensurate with qualifications and experience. Curriculum vitae, names and addresses of three referees, copies of publications to be sent to Dr. Ch. P. Bouton, Chairman, Department of Modern Languages, Simon Fraser University, Burnaby, B.C. V5A 1S6. Starting date - September 1, 1978; receipt of applications - January 30, 1978.

MUSIC

THE UNIVERSITY OF ALBERTA. Department of Music. Applications are invited for a position in Composition/Theory effective July 1, 1978. The rank is open (subject to budgetary considerations); both men and women are invited to apply. Duties will include the teaching of theory and composition to undergraduate/graduate students and may involve administrative duties as chairman of the Theory/Composition Division. Candidates should possess the doctorate or have attained equivalent professional standing; ongoing productivity as a composer is required. Salary will be determined according to qualifications and experience. 1977-78 salary floors are Assistant, \$17,625. Associate, \$22,889; Professor, \$30,134. Send curriculum vitae to Dr. R. A. Stangeland, Chairman, Dept. of Music, University of Alberta, Edmonton, Alberta, T6G 2C9.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Music (Piano). Applications are invited for a faculty position in Piano. The successful applicant will be responsible for the private instruction of Music Degree students and for class instruction in related areas. Expertise in a secondary area is desirable. Rank and salary commensurate with experience and qualifications. Effective date of appointment September 1, 1978, subject to budget approval. Closing date for applications, March 1, 1978, or when position filled. Curriculum vitae and tape recording of performance should be submitted to professor D. F. Cook, Head, Department of Music, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Music (Voice). Applications are invited for a faculty position in Voice. The successful applicant will be responsible for the private instruction of Music Degree students and for class instruction in related areas. Expertise in a secondary area is desirable. Rank and salary commensurate with experience and qualifications. Effective date of appointment September 1, 1978, subject to budget approval. Closing date for applications, March 1, 1978, or when position filled. Curriculum vitae and tape recording of performance should be submitted to Professor D. F. Cook, Head, Department of Music, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7.

QUEEN'S UNIVERSITY. Department of Music. 1. Areas of Specialization: Music Education (preferred) or Musicology or Theory or Composition. 2. Requirements: Substantial research achievement in the form of publications in areas related to music education. Teaching experience: Earned doctorate mandatory. 3. Duties: teaching at undergraduate and graduate levels. Research and thesis supervision in a Master of Music in Music Education program, planned to begin in 1979-1980. 4. Rank: to be negotiated according to qualifications and experience. 5. Salary: to be negotiated. 6. Date of appointment: September 1, 1978. 7. Closing date of application: when the position is filled. 8. Application: to: Head, Music Department Queen's University Kingston, Ontario, Canada. This position is subject to approval of budget.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Music. 1. Rank: Dependent upon experience and subject to availability of funds. 2. Qualifications: Doctorate or equivalent with established professional reputation. 3. Duties: to teach and to assist in developing an expanding program in computer music. Additional graduate and undergraduate teaching

responsibilities could include "Music of the Whole Earth" (a course for non-music majors), Composition, Theory, Orchestration, Counterpoint, History of Theory. 4. Salary: Commensurate with experience and qualifications. 5. Inquiries: Dr. Jack Behrens, Chairman Theory and Composition Department Faculty of Music The University of Western Ontario London, Ontario N6A 3K7 6. Date of Appointment: July 1, 1978 7. Closing date for applications: January 31, 1978 or when filled.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of Music. 1. Rank: Sabbatical replacement at Lecturer rank, subject to availability of funds. 2. Qualifications: Advanced degree. 3. Duties: To teach undergraduate Theory and as qualified, Counterpoint, Orchestration, History of Theory. 4. Salary: Commensurate with experience and qualifications. 5. Inquiries: Dr. Jack Behrens, Chairman Theory and Composition Department Faculty of Music The University of Western Ontario London, Ontario N6A 3K7 6. Date of Appointment: September 1, 1978 - April 30, 1979. 7. Closing date for applications: February 15, 1978 or when filled.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Music. 1. String Instructor. Rank: open, subject to the availability of funds. 2. Qualifications: Advanced degree; string principal with teaching experience. 3. Duties: To teach undergraduate music education classes (strings). 4. Salary: negotiable commensurate with experience and qualifications. 5. Address all applications to: Dr. Paul Green, Chairman, Music Education Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: 1 September, 1978. 7. Closing date for applications: when filled.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Music. 1. Principal Instructor of Trombone. Rank: Lecturer or Assistant Professor, subject to availability of funds. 2. Qualifications: Minimum of master's degree; teaching and performing experience. 3. Duties: To teach applied music (trombone) and music education classes (low brasses). 4. Salary: negotiable commensurate with experience and qualifications. 5. Address all applications to: Dr. Paul Green, Chairman, Music Education Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. 6. Date of appointment: 1 September, 1978. 7. Closing date for application: when filled.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of Music. 1. Rank: Lecturer, subject to availability of funds. 2. Qualifications: Doctorate in Theory preferred. 3. Duties: Primarily to teach undergraduate Theory; possibly to coordinate related skills areas (keyboard harmony, ear training, sight singing); dependent upon qualifications to teach Counterpoint, Orchestration, History of Theory. 4. Salary: Commensurate with qualifications. (1977-78 salary floor \$13,650). 5. Inquiries: Dr. Jack Behrens, Chairman Theory and Composition Department Faculty of Music The University of Western Ontario London, Ontario N6A 3K7. 6. Date of Appointment: September 1, 1978. 7. Closing date for applications: January 31, 1978 or when filled.

NURSING

THE UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. Applications are invited for teaching positions in undergraduate and graduate programs. Master's or higher degree and experience in clinical field required. Positions open in July 1978. Candidates must be eligible for registration in B.C. Send resume to: Dr. Marilyn Willman, Director, School of Nursing, University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C., V6T 1W5.

CONCORDIA UNIVERSITY. Nursing. Coordinator of the degree programme in Community Nursing Education. Loyola Campus of Concordia University. Administrative abilities: knowledge of community nursing; teaching and curriculum experience; eligible for registration as a nurse in the Province of Quebec. Ph.D. preferred. Master in nursing with suitable experience may be considered. Send resumes to: Director Community Nursing Programme, Concordia University, 7141 Sherbrooke W. Montreal, Quebec H4B 1R6.

PATHOLOGY

UNIVERSITY OF GUELPH. Department of Pathology. Assistant or Associate Professor position in the Department of

Pathology. Responsibilities involve teaching, research and service work. Require specific interest and experience in veterinary pathology. Position available July 1, 1978. Please respond prior to December 15, 1977 to Dr. R. G. Thomson, Chairman, Department of Pathology, Ontario Veterinary College University of Guelph, Guelph, Ontario, N1G 2W1.

PHYSICAL EDUCATION

McMASTER UNIVERSITY. Dept. of Physical Education. Appointment Anticipated - Associate/Assistant Professor - Motor Development. Applicant should hold doctoral degree plus strong teaching and research background. Teaching responsibilities will lie primarily in the areas of growth and motor development. Involvement in graduate programme. Additional competencies in activity teaching or coaching will be required and should be specified. Rank dependent upon qualifications. Effective July 1, 1978. Resumes and letters of reference should be sent to: Dr. Frank J. Hayden Director School of Physical Education & Athletics McMaster University Hamilton, Ontario L8S 4K1.

PHYSICAL THERAPY

McGILL UNIVERSITY. School of Physical and Occupational Therapy. Applications are invited from candidates with interest and experience in education in Physical Therapy for an appointment at the rank of assistant professor. Candidates should hold a Master's degree and have a background in educational methodology. The position will include teaching at the undergraduate and graduate levels and clinical supervision. The potential of developing and carrying out clinical research in medical rehabilitation is also a requirement. Applications should be sent to: The Director School of Physical and Occupational Therapy McGill University 3654 Drummond Street Montreal, Quebec H3G 1Y5.

PHYSICS

THE UNIVERSITY OF BRITISH COLUMBIA. Physics Department. Post-doctoral fellow or research associate. Qualifications: Ph. D. in theoretical physics. Duties: Research in nonequilibrium statistical mechanics and thermodynamics. Salary: \$11,100 per annum (P.D.F.) Up to \$15,600 per annum (R.A.) Apply to: L. Sobrino, Dept. of Physics, University of British Columbia, Vancouver V6T 1W5 Appointment date: Immediately.

CONCORDIA UNIVERSITY. Physics Department. Post-doctoral or research associate position. Low temperature electron spin resonance and magnetic susceptibility. Ph.D. with publications. Send curriculum vitae with names of referees to: Dr. John A. MacKinnon, Physics Dept., SGW Campus, Concordia University, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8.

THE UNIVERSITY OF WATERLOO. Physics Dept. Position Available: University of Waterloo Physics Department. Title of Position: Post-doctoral fellow Qualifications required: Experience in pulsed N.M.R. Nature of Duties: Do research on liquid crystals. Salary Offered: \$10,300. Person to whom enquiries should be sent: M.M. Pintar, Department of Physics University of Waterloo Waterloo, Ontario N2L 3G1 Effective Date of Appointment: April 1, 1978 but not later than July 1, 1978. Closing Date for Applications: When position filled.

POLITICAL SCIENCE

THE UNIVERSITY OF ALBERTA. Dept. of Political Science. Applications are invited for the following positions: 1. International Relations: Visiting Assistant or Associate Professor, rank and salary commensurate with qualifications. Ph. D., teaching experience and some publications required. Responsibilities include teaching junior and international relations course, Foreign Policy, and International Relations Theory. 12 months appointment beginning July 1, 1978. 2. Canadian Government and Politics: Rank and salary open. Appointment will be made commensurate with qualifications. Permanent Position. Ph. D., teaching experience and publications required. Responsibilities include graduate supervision and teaching in Canadian Government and politics at both the graduate and undergraduate level. Two year probationary appointment beginning July 1, 1978. 3. International Relations: Sessional lecturer. 8 month appointment beginning September 1, 1978. Probable salary \$12,000 depending on experience and qualifications. Ph. D. or ABD, with some teaching experience required. Respon-

sibilities include teaching Introduction to Political Science and Introductory level course on International Relations. 4. Canadian Government and urban politics: Sessional lecturer. 8 month appointment beginning September 1, 1978. Probable salary \$12,000 depending on experience and qualifications. Ph.D. or ABD, with some teaching experience required. Responsibilities include teaching Introductory Canadian government course and courses in urban and local politics. All positions are subject to availability of funds. Men and women are equally invited to apply for all positions. Send vita and names of at least three referees, by January 15, 1978 to R. E. McKown, Chairman, Department of Political Science, University of Alberta Edmonton, Alberta, T6G 2H4.

CARLETON UNIVERSITY. Department of Political Science. invites applications for an appointment in political theory or political theory and comparative politics, preferably a senior scholar with an established reputation. Candidates should have an outstanding academic record, a completed Ph. D., substantial teaching experience, and the ability to supervise graduate students. This position is subject to the availability of funds. The Department of Political Science at Carleton is a strong department with an established reputation and a large undergraduate and graduate programme. Applications, with full curriculum vitae and the names of at least three qualified referees should be sent as soon as possible to: Professor Robert J. Jackson, Chairman, Dept. of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6.

CONCORDIA UNIVERSITY. Dept. of Political Science. Applications are invited for anticipated positions at the Assistant or Associate level in Political Science. Candidates should be specialists in Political Theory and/or Canadian Urban Politics and/or Canadian Public Administration. Requirements: Ph. D. Plus teaching experience. Candidates must submit a description of their future ongoing research plans. Salary: Commensurate with qualifications and experience. Deadline: When positions filled. Curriculum Vitae and letters of reference should be sent in duplicate to Chairman, Political Science Department, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8.

UNIVERSITY OF LETHBRIDGE. Dept. of Political Science. A position at the Assistant Professor level effective July 1, 1978, a continuing appointment in the general area of Canadian politics with some background in comparative politics (developing nations) and/or public administration. This position carries the expectation of a completed Ph. D. Duties include undergraduate teaching and research. Salary will be commensurate with experience and academic qualifications. (Base salary for an Assistant Professor is \$18,197.00 for 1977-78). Applications will be accepted until January 16, 1978. Contact: David Elton, Chairman, Department of Political Science, University of Lethbridge, Lethbridge, Alberta, T1K 3M4.

UNIVERSITY OF OTTAWA / UNIVERSITE D'OTTAWA. Dept. of Political Science / départ. de science politique. Applications, including resumes and the names of referees, are invited for a position in the field of Political Thought effective July 1st, 1978. Candidates should have a completed Ph.D. degree as well as the ability to teach in French. Experience in both teaching and research preferred. Salary and rank are open commensurate with qualifications. Applications should be transmitted to: Professor William Badour, Chairman, Department of Political Science University of Ottawa, Ottawa, Ontario, K1N 6N5. Le département de science politique a présentement un poste regulier disponible dans le domaine de la Théorie Politique et Analyse des Idéologies. Les candidats avec le diplôme du Doctorat auront la préférence. Une expérience pertinente dans les domaines de l'enseignement et de la recherche serait avantageuse. Le poste sera rempli le 1er juillet, 1978. Le rang et le salaire sont ouverts. Les candidatures, avec curriculum vitae et les noms de deux répondants, devraient être soumises à: Professeur William Badour, Directeur, Département de Science Politique, Université d'Ottawa, 550 Cumberland, Ottawa, Ontario. K1N 6N5.

SIMON FRASER UNIVERSITY. Dept. of Political Science. Applications are invited for the following positions (see 3 a) and b)) which are subject to budgetary constraints.

Preference given to applicants eligible for employment in Canada at time of application. 1. Assistant Professor 2. Ph. D. required. Preferably with extensive teaching experience and some research accomplishments 3. a) Duties include undergraduate / graduate teaching, research in Canadian Government and Politics with competence in Canadian Political Parties and Legislative Behavior b) Duties include undergraduate/graduate teaching, research in Comparative Politics with competence in either China or the Middle East. 4. Salary commensurate with qualifications and experience 5. Submit resumé and names of three referees to: Chairman, Appointments Committee, Political Science Department, Simon Fraser University, Burnaby, B.C. V5A 1S6 6. Sept. 1, 1978 7. Position open until filled.

PSYCHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Dept. of Psychology. Two senior faculty positions for July 1, 1978. Present need is in the areas of Cognitive and Social Psychology, but outstanding candidates in any area will be considered (excluding those requiring animal colonies). Also, Assistant and Associate rank faculty replacement (for one year) for several members going on study leave in 1978-79. Salaries are competitive and negotiable. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. All positions are subject to budgetary considerations. Send complete curriculum vitae and names of three professional references to Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5.

UNIVERSITY OF CALGARY. Dept. of Psychology. One faculty position is available July 1 or September 1, 1978 at the Assistant or Associate Professor level (current salary ranges: \$17,800 - \$23,281; \$21,908 - \$30,159.) Candidates will have teaching and research interests in normal development, e.g. infancy, language development, cognitive development, etc. Ph. D. and commitment to research essential. Send vitae and names of three referees to: Dr. R. E. Schaub, Head, Dept. of Psychology, The University of Calgary, Calgary, Alberta, Canada T2N 1N4.

CARLETON UNIVERSITY. Dept. of Psychology. Applications are invited for positions at the rank of Instructor, M. A. (minimum) Ph. D. (preferred). To teach undergraduate courses at the first and second year levels. These are eight-month, term positions. Applicants should send curriculum vitae and a statement of long-term teaching / research priorities, and have sent at least three letters of reference to: Dr. H. Bruce Ferguson, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF GUELPH. Dept. of Psychology. The Department of Psychology, University of Guelph, has vacancies for visiting professors for the Fall (September-December, 1978) and Winter (January-April, 1979) semesters. Visitors should be actively engaged in research and should be prepared to contribute to the research activities in the department by interacting with faculty, graduate and undergraduate students. Visiting professors will be required to perform some teaching duties during the semester. Applications are open to all ranks; stipend will be commensurate with rank and experience. Interested persons should submit applications with curriculum vitae and names of references to: Dr. Michael L. Matthews, Appointments Officer, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. Department of Psychology. The Department of Psychology, University of Guelph is seeking an Associate Professor with teaching and research experience in applied social psychology. Preference will be given to candidates with specialization in program evaluation and field research methods. The successful candidate will be expected to contribute to an M.A. program in applied social psychology as well as to undergraduate teaching. Applicants should send vita, the names of three references and copies of recent publications to: Dr. Michael L. Matthews, Appointments Officer, Department of Psychology, University of Guelph, Guelph Ontario, N1G 2W1.

UNIVERSITY OF LETHBRIDGE. Department of Psychology. An assistant or associate professor with a teaching commitment and an established research record in the general area of cognitive

processes; with specialization in language, development, or perception. Duties will require teaching undergraduate courses in psychology and maintaining an active research program. Salary will be commensurate with rank and experience (1977-78 salary schedule: Assistant Professor \$18,197 to \$23,295; and Associate Professor \$23,300 to \$30,218). Applications should be sent to Dr. R. H. Barnsley, Chairman, Department of Psychology, University of Lethbridge. The appointment will be effective July 1, 1978 and the closing date for applications will be when the position is filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Psychology. Neuroscientist to teach graduate and undergraduate courses in physiological psychology. Rank open. Salary in accordance with rank and qualifications. Starting date is 1 September, 1978. Apply to Dr. G. R. Skanes, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7. Position subject to availability of funds.

MOUNT SAINT VINCENT UNIVERSITY. Psychology Department. Psychology Department may, subject to budgetary approval, have one position at the assistant professor level. Applicants should have a Ph.D. in developmental psychology. Duties will include teaching introductory, life span, adulthood and aging. Appointment to begin July 1, 1978. Apply with curriculum vitae and the names of three references to Dr. Rosemarie Sampson, Chairman, Division of Psychology, Sociology & Anthropology, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6.

TRENT UNIVERSITY. Department of Psychology. Invites applications for a position (subject to budgetary approval) at the Assistant to mid-Associate Professor level to commence July 1, 1978. Applicants should have experience in both academic, at the undergraduate and graduate levels, and applied settings, with particular expertise in applied research in some combination of special education, exceptional children, and abnormal/ clinical psychology. An active commitment to teaching and research is essential; responsibilities will include teaching experimental abnormal psychology at the senior undergraduate level, supervision of Honours students, and possibly, depending on qualifications, involvement in teaching and supervision at the Master's level. 1977-78 salary levels: Assistant Professor: \$16,350 - \$21,550; Associate Professor: \$21,550 - \$27,600. Applicants should send a curriculum vitae, a statement of teaching and research interests, copies of recent publications, and the names of three references, to: Professor R. G. Settington, Chairman, Personnel Committee, Department of Psychology, Trent University, Peterborough, Ontario, Canada. K9J 7B8.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of Psychology. Subject to budgetary approval, the Department of Psychology at the University of Western Ontario will make an appointment at the Assistant Professor level. Candidates with demonstrated scholarly capability and active scientific programmes are encouraged to apply. Duties will include coordination of the complete Introductory programme, including supervision of the Introductory laboratory. The position will be offered to the most qualified applicant, regardless of content area. The Appointment will commence July 1, 1978. Contact W. J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario. N6A 5C2.

THE UNIVERSITY OF WESTERN ONTARIO. Dept. of Psychology. A number of replacement positions, probably at the Assistant Professor (Ph.D. must be complete) level. Subject to budgetary approval, appointments may be made in clinical and experimental psychopathology, counselling, developmental (early childhood education), introductory psychology, measurement, personality, physiological, sensation and perception, and possibly social psychology. Candidates with demonstrated scholarly capability and active scientific programmes are encouraged to apply. Independent research productivity and good teaching are required. Duties include undergraduate and graduate instruction, significant research performance, and some administrative responsibilities. Appointments to commence July 1, 1978. Contact W. J. McClelland, Chairman, Department of Psychology, U. of Western Ontario, London, Ontario N6A 5C2.

RECREATION

UNIVERSITY OF WATERLOO. Dept. of Recreation. — Applications are being accepted for the position of Assistant or Associate Professor in Recreation Administration. Qualifications include an earned doctorate or its near completion in Recreation Administration or related discipline, and an ability to successfully supervise student theses and honors projects. The position will be of interest to those with a broad interdisciplinary view to graduate and undergraduate instruction, and who wish to continue their involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum) \$17,100 Associate Professor (minimum) \$22,200. Salary is commensurate with qualifications and experience. Those interested should send applications to Dr. David Ng, Acting Chairman, Dept. of Recreation, University of Waterloo, Waterloo, Ontario. Effective date of appointment is January 1, 1978 or July 1, 1978. Closing date for receipt of application is December 30, 1977.

UNIVERSITY OF WATERLOO. Department of Recreation. Nominations are being accepted for the position of Chairman and Senior Scholar. Qualifications include: Doctorate; established record of teaching and scholarship, particularly from a disciplinary orientation to the study of leisure or recreation, related phenomena such as: culture, the arts therapeutic recreation, outdoor recreation, recreational geography, urban and regional planning, parks management, policy making etc.; administrative experience in an academic or professional environment experience in graduate thesis supervision; Responsibilities include providing leadership and administering an interdisciplinary department which includes 14 faculty, 290 undergraduate and 30 M.A. graduate students. Salary offered (1977/78) minima is: Associate Professor (22,200), Professor (29,000) plus an administrative stipend. Nominations, accompanied by a current vitae where possible should be sent to G. S. Kenyon, Dean, Faculty of Human Kinetics and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July or September, 1978. Closing date for receipt of nominations is January 30, 1978.

RHEUMATOLOGY

THE WELLESLEY HOSPITAL. Rheumatology. Wanted: Head of the Division of Rheumatology (and of the Rheumatic Disease Unit). The Wellesley Hospital, University of Toronto. The candidates must have very considerable experience in clinical and research rheumatology, as well as in teaching and administration. The Head of the Division will be expected to take a large part in the undergraduate and postgraduate training programmes of the University of Toronto. Direct letters of inquiry and letters of reference to Dr. Robert Volpé, Department of Medicine, The Wellesley Hospital, 160 Wellesley Street East, Toronto, Ontario, M4Y 1J3.

ROMANCE LANGUAGES

THE UNIVERSITY OF ALBERTA. Dept. of Romance Languages. (Spanish) Appointment at the Assistant Professor rank. We are looking for someone who can function effectively at all levels of our undergraduate program with the capability of moving into graduate work in the area of specialization. Qualifications in both peninsular and Spanish American literature, with emphasis on the latter. Ph.D., teaching excellence and versatility essential. The effective date of appointment is July 1, 1978. Normal starting salary is in the \$17,600 range. Applications are to be received before January 31, 1978, and are to be sent to Prof. J.A. Creore, Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The University of Alberta offers equal opportunity of employment to qualified male and female candidates.

SLAVONIC - ORIENTAL STUDIES

UNIVERSITY OF VICTORIA. Dept. of Slavonic & Oriental Studies. 1. The University of Victoria invites applications from candidates specializing in Japanese language (elementary and intermediate levels), literature and also qualified in teaching Japanese culture. 2. Ph.D., publications, and teaching experience essential. Preference will be given to candidates with fluency in Japanese. 3.

Courses to be taught include Beginners and Intermediate Japanese language, Japanese culture, and literature. 4. Rank open, subject to qualifications and experience. 5. Applications, together with curriculum vitae and names of three referees should be sent to: Dr. Z. B. Juricic, Chairman, Department of Slavonic and Oriental Studies, University of Victoria, Victoria, B.C., Canada, V8W 2Y2. Applications are due no later than February 14, 1978. 6. The University reserves the right not to fill the vacancy.

SOCIOLOGY

UNIVERSITY OF CALGARY. Dept. of Sociology. The University of Calgary, Department of Sociology, has a vacancy at the senior level, which it hopes to fill with an established scholar highly experienced in a substantive area of sociology and in quantitative methods. Salary is commensurate with experience. Send a curriculum vitae and names of at least three referees to: Robert A. Stebbins, Head Department of Sociology University of Calgary, Calgary, Alberta, Canada. T2N 1N4.

CARLETON UNIVERSITY. Department of Sociology and Anthropology. The Department of Sociology and Anthropology will be hiring a sociologist, effective for the academic year 1978-79. Any rank will be considered. The successful candidate must be a sociologist of established reputation, active in teaching, research and publication. All area specializations will be considered. Apply to Dennis P. Forcese, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6, Canada.

CONCORDIA UNIVERSITY. Dept. of Sociology and Anthropology. Applications are invited for a possible position at the assistant or associate professor level. Completion, or near completion of the Ph.D. is required. The department will consider applicants with demonstrated competence in one or more of the following general areas: Family and Sex Roles; Political Sociology encompassing public policy, stratification, and/or formal organizations; Social Psychology encompassing collective behavior. Applicants should include with their documents statements regarding their current and intended research. The proposed position will include teaching at both the graduate and undergraduate levels. Salary is dependent upon qualifications and experience. Send applications and supporting documents to the Chair, Department of Sociology and Anthropology, Concordia University, Montreal, Quebec H3G 1M8.

LAKEHEAD UNIVERSITY. Department of Sociology. Applications are invited for a senior position from qualified academics with Canadian experience. The 11-person department offers an M.A. programme with emphasis on social change and northern development. Candidates should have demonstrated teaching and research capacity and publication in areas related to our graduate programme. The appointment will commence July 1, 1978. Applications and vitae should be forwarded to Mr. Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario. P7B E51.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Sociology. 1. Applications are invited for the position of Visiting Assistant or Associate Professor. 2. Ph.D. required except for candidates with strong publication record. Whatever the successful candidate's specialization(s) he/she is expected to have a solid theoretical background. The department's foci include Social and Economic Development, Political Economy and Stratification, Social Psychology and Historical Sociology. Preference is given to candidates with interests in any of these areas in addition to other teaching and research interests. 3. To teach undergraduate courses and supervise graduate students. 4. Depending on qualifications and experience 5. Applications (with curriculum vitae and list of referees) and enquiries should be addressed to Professor Lawrence Felt, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7. 6. September 1, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Sociology. 1. Applications are invited for the position of Assistant or Associate Professor. 2. Ph.D. required except for candidates with strong publication record. Whatever the successful candidate's specialization(s) he/she is expected to have a solid theoretical background. The

department's foci include Social Theory, Social and Economics Development, Political Economy and Stratification, Social Psychology and Historical Sociology. Candidates with these and any other substantive interests are urged to reply. 3. To teach undergraduate courses and supervise graduate students. 4. Depending on qualifications and experience. 5. Applications (with curriculum vitae and list of referees) and enquiries should be addressed to Professor Lawrence Felt, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7. 6. September 1, 1978 or May 1, 1978.

UNIVERSITÉ D'OTTAWA. Département de sociologie. Postes vacants - Au moins un poste régulier et probablement un poste de remplaçant pour un an. Rang à déterminer selon titres et expérience. Doctorat. Bilingue (ou français avec connaissance passive de l'anglais). Enseignement et recherche. Le département, dans ces programmes de maîtrise, s'oriente particulièrement vers l'étude des groupes minoritaires et des problèmes de développement. Qualification dans le domaine de la méthodologie est un atout. Salaires minima 77-78; professeur adjoint \$16,474.00; professeur agrégé, \$21,189.00; professeur titulaire, \$27,351.00. Les candidatures doivent être adressées au: Directeur, Département de Sociologie, Université d'Ottawa, Ottawa, Ontario K1N 6N5. Date de la prise en charge des fonctions: 1er juillet 1978. Date de clôture pour la réception des candidatures: lorsque les postes seront remplis.

QUEEN'S UNIVERSITY. Department of Sociology. Applications are invited for: One Visiting Professorship (full or associate level) for the academic year 1978-79. Further applications are invited for the following additional posts which might be available for variable terms: One Associate Professorship and Two Assistant Professorships. For all found positions, and ability to teach theory and methodology at graduate and undergraduate levels is desirable. Otherwise fields are open. In addition to the above, applications are also welcome for posts in the Spring Term (May 3 to May 16, 1978) and Summer Term (July 4 to July 11, 1978). Fields are open. Send curriculum vitae and names of referees to Dr. F. W. Sixel, Chairman of Recruitment Committee, Dept. of Sociology, Queen's University, Kingston, Ontario, Canada K7L 3N6.

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Invites applications for one position. Assistant Professor starting July 1, 1978. Ph.D. or near Ph.D. required. Areas of specialization open. Salary and rank commensurate with qualifications and experience. Priority given to candidates with Canadian ex-

perience and training. Twenty-member Department. We offer MA and PhD Programs. Curriculum vitae and application should be sent to: Gurcharn S. Basran, Professor and Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

SIMON FRASER UNIVERSITY. Department of Sociology and Anthropology. The Department of Sociology and Anthropology of Simon Fraser University has been authorized to advertise the following positions: a) Sociologist or Anthropologist with special knowledge of social psychology and symbolic interactionism. b) An applied Sociologist with expertise in the field of medical sociology or demography. c) Sociologist or Anthropologist whose major work and interest is in Canadian Regional Studies. These positions are subject to budgetary constraints. Persons of any rank may apply: Ph.D. or, exceptionally, an equivalent publication record; duties include undergraduate and graduate teaching and research in the specified area; salary commensurate with qualifications and experience; request a c.v. and names and addresses of three referees be mailed to Dr. H. F. Dickie-Clark, Chairman, Appointments Committee, Sociology & Anthropology Department, Simon Fraser University; to start September 1, 1978.

UNIVERSITY OF TORONTO. Department of Sociology. The Department of Sociology at the University of Toronto (Erindale College campus) will have one tenure stream appointment available effective July 1, 1978 in the area of Urban and Environmental Sociology at the rank of Assistant Professor. Applications must include the names of three referees and should be forwarded before Jan. 15, 1978 to: Professor L. R. Marsden, Chair Department of Sociology University of Toronto 563 Spadina Avenue Toronto M5S 1A1 Ontario. Preference will be given to candidates with Canadian training and/or experience. A Ph.D. is required.

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are being accepted for the position of: the Department of Sociology anticipates having a position available beginning January 1978 or September 1978. All ranks considered though preference will be given to junior ranks. Demonstrated excellence in research and teaching along with expertise in quantitative methods sufficient for teaching and supervision of graduate students. Candidates should have completed all Ph.D. requirements by December 1977. Applicants are invited to send their curriculum vitae and names of three people who can be contacted for letters of reference, to Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario. N2L 3G1.

THEATRE

DALHOUSIE UNIVERSITY. Department of Theatre. A teacher of movement for actors in new professional training programme. Must have broad knowledge of movement systems and theory with some specializations in: empty handed combat, LeCoq, Aikido, mime, Alexander, Tai Chi, improvisational movement and training. Must have interest in coordinating movement training with other aspects of the training programme. Primary interest should be in teaching and training actors for the profession. To start September 1978, salary negotiable. Applications, in-

cluding resume of experience and names of three referees, to: L. H. Lawrence, Chairman, Department of Theatre, Dalhousie University Halifax, Nova Scotia, Canada, B3H 3J5.

FACULTY EXCHANGE CENTER

FACULTY EXCHANGE CENTER, a non-profit, faculty-administered organization, helps to arrange exchanges of college and university faculty within North America and overseas where the language of instruction is English. For information write to Faculty Exchange Center, Franklin and Marshall College, Post Office Box 1091, Lancaster, Pennsylvania 17604.

Université Laval PROFESSEUR EN RELATIONS INDUSTRIELLES

(Méthodes de recherche)

Sommaire de la fonction:

Enseignement de méthodes de recherche et participation à l'enseignement dans au moins un des champs suivants, tant au niveau du premier cycle que des études graduées: économique du travail, sociologie du travail, droit du travail, psychologie industrielle, gestion des ressources humaines, main-d'oeuvre ou relations du travail. Participer aux activités de recherche, de publication, d'encadrement des étudiants de même qu'aux autres aspects de la vie interne et externe du département et de l'Université.

Exigences:

Être titulaire d'un doctorat ou posséder une compétence jugée équivalente.

Conditions:

Selon les dispositions de la convention collective des professeurs de l'Université Laval.

Date d'entrée en fonction:

Le 1er janvier 1978.

Date limite de réception des candidatures:

Début décembre.

Faire parvenir toute demande accompagnée d'un curriculum vitae à:

**Jean Boivin, directeur
Département des relations industrielles
Faculté des sciences sociales
Université Laval
Cité universitaire, Québec G1K 7P4**

Toute demande sera traitée confidentiellement.

ONTARIO CONFEDERATION OF UNIVERSITY FACULTY ASSOCIATIONS

Executive Associate

Applications are now being sought for the position of Executive Associate with the Ontario Confederation of University Faculty Associations.

The successful applicant will work closely with committee chairmen in assisting with committee functions and with the Executive Vice-Chairman in serving the provincial needs of university faculty members in the province. He or she is probably now an Assistant or Associate Professor at one of Ontario's fifteen provincially-assisted universities, and OCUFA will accommodate an applicant who would like to retain a reduced teaching appointment at his/her university. Applications from those with other than specifically academic backgrounds are not precluded.

The appointment will commence 1 July 1978 with salary and duration of appointment (1-3 years) to be negotiated. Working conditions, remuneration and fringe benefits are generally compatible with those prevailing in the Ontario university system.

Qualifications

A competency in statistics.

Applications including curriculum vitae and the names of three referees should be sent before 1 February 1978 to:

**Dr. Paul V. Cassano
Chairman, Selection Committee
Department of French
Room 1103 Windsor Hall North
University of Windsor
Windsor, Ontario N9B 3P4**

ONTARIO CONFEDERATION OF UNIVERSITY FACULTY ASSOCIATIONS

Executive Vice-Chairman

Applications are now being sought for the position of Executive Vice-Chairman with the Ontario Confederation of University Faculty Associations.

The successful applicant will be responsible for carrying out the policy decisions of the Executive; will coordinate OCUFA relations with the Provincial Government; will relate to advisory bodies responsible to Government; will coordinate the committee activities of the organization; will manage delivery of services to the twenty constituent faculty association locals of OCUFA; will manage the office activities of five full-time staff people, including an Executive Associate, an Information Officer, a Research Assistant, a Tax Consultant, and an Executive Assistant.

The Executive Vice-Chairman shall be expected to research policy matters and shall be responsible for the preparation of reports, briefs, opinions, policy statements and guidelines. In addition, he / she shall be expected to do some travelling throughout Ontario as the need arises.

Qualifications

1. The successful applicant should have held or should be qualified to hold a senior academic or administrative university appointment; or should have commensurate university administrative experience; or university-related administrative experience.

2. A Ph.D. degree or equivalent.

3. A demonstrated ability in writing and in dealing with statistical reports.

Desired Experience

1. Faculty association experience.

2. Familiarity with the Ontario university system.

OCUFA will endeavour to accommodate the applicant who wishes to retain a reduced teaching appointment at his / her university.

The appointment will commence 1 July 1978 with salary and duration of appointment (1-3 years) to be negotiated. Remuneration and fringe benefits are generally compatible with those prevailing in the Ontario university system.

Applications including curriculum vitae and the names of three referees should be sent before 1 February 1978 to:

**Dr. Paul V. Cassano
Chairman, Selection Committee
Department of French
Room 1103 Windsor Hall North
University of Windsor
Windsor, Ontario N9B 3P4**

ECONOMIC BENEFITS

Sabbatical Leave and Income Taxes

This is a fourth article in a series of regular articles and information notes on such items as salaries, employment benefits and taxation.

The first series of articles dealt with salary scale increases, salary anomalies, career progress, merit increments, market differentials and salary policy. This article deals with sabbatical leave and income taxes.

by Charles Hebdon

A teacher contemplating a sabbatical leave should give some thought to the income tax consequences thereof.

A first consideration might be the effects of resident versus non-resident status. Residency is not defined in the Income Tax Act and consequently, the determination of residency must be based upon the facts underlying each individual case.

The criteria used by Revenue Canada, Taxation are described in Interpretation Bulletin IT-221, dated May 26, 1975- 'Determination of Residence for Individuals Leaving Canada'.

Generally speaking, a teacher who departs from Canada on sabbatical leave or leave of absence will be deemed a non-resident for income tax purposes under the following conditions:

(a) if the teacher is absent from Canada for six months or longer, and

(b) if the teacher is accompanied by his or her spouse and their dependent children, and

(c) if the teacher does not keep a dwelling available for immediate reoccupation during the foreign sojourn. For instance, an owned residence must be leased without the right to cancel before termination of the contemplated period of absence.

On the other hand, if the teacher leases his residence with the right to cancel on short notice, or without notice, he will normally be viewed as a continuing resident of Canada for income tax purposes.

From the above, it would appear that a teacher may influence or even determine residential status by entering into the appropriate rental arrangement in respect of his dwelling. Assuming the conditions (a) and (b) above are fulfilled, a teacher who rents his dwelling under an irrevocable lease will be deemed a non-resident whereas if he rents under a cancellable lease he will remain a resident of Canada.

Similarly, an apartment dweller who terminates his lease or sublets irrevocably for the period of his absence will likely be deemed a non-resident whereas he who sublets with the right to cancel on notice will normally remain a resident of Canada for tax purposes.

Resident Status

If a sabbaticant remains a resident of Canada for income tax purpose during his absence, he will be taxed by Canada on his world income in exactly the same fashion as if he had never left the country. If he is obliged to pay income taxes in a foreign country, credits may be claimed for part or all of such amounts as a deduction from his Canadian income tax payable.

Non-Resident Status

A non-resident sabbaticant is not subject to Canadian income tax on income received from sources outside Canada. For instance, a non-resident teacher conducting research in the United Kingdom under a grant from an American foundation must include the grant in income if it is

channelled to him through a Canadian university; but it will be tax-free as far as Canada is concerned if the funds are remitted directly to him by the grantor. However, the grantee may have to consider the possibility that he may be taxed on his grant by either the United States or the United Kingdom.

Canadian investment income is normally taxed to non-residents in the form of a withholding at source which may range from zero to 25%; whereas such income will be taxed to residents at their marginal rates which are likely to be somewhat higher.

A sabbaticant who remains a resident of Canada and who rents out his dwelling during his absence must add his net rental income to his world income and pay tax thereon at his marginal rate. If he qualifies for non-resident status he has certain optional methods of paying income tax on his rental income which are likely to result in less tax than he would pay as a resident.

Under present conditions no taxable capital gains may arise during the temporary rental period of a dwelling which was the taxpayer's principal residence, regardless of whether the individual remains a resident or becomes a non-resident. Clause 15 of Bill C-56 proposes a change in the rules which, if implemented, may render non-residents subject to capital gains tax on increases in the value of their dwellings during the rental period.

In conclusion, it would appear that the only material advantage of non-resident status is the avoidance of Canadian income tax on funds received by non-residents from sources outside Canada. A less significant advantage might be the more lenient taxation of Canadian investment and rental income to non-residents.

Research Expenses

Sabbaticants should arrange their affairs in a manner calculated to avoid the payment of income tax on research expenses. A teacher who takes sabbatical leave in order to carry on research may not deduct research expenses from sabbatical salary but may deduct eligible expenses from a research grant. The payment of research grants in lieu of salary has been approved by Revenue Canada, Taxation, and Canadian universities will cooperate at the request of teaching staff.

Teachers who receive research assistance in the form of fellowships or research grants would be well advised to look to their interests in respect of income taxes.

For instance, a Canada Council Doctoral Fellowship is treated as a fellowship for tax purposes with the result that it is eligible only for the flat deduction of \$500 regardless of the amount of research expense incurred. (The Federal Income Tax Act, paragraph 56(1) (n); Quebec Income Tax Act, paragraph 287(g).)

A Canada Council Leave Fellowship, on the other hand, may be treated as a research grant if the grantee requests and receives a letter from the Council confirming that the grant was awarded to enable him to carry on research. The taxpayer may then deduct actual research expenses rather than the statutory \$500. (The Federal Income Tax Act, paragraph 56(1)(o), Quebec Income Tax Act, paragraph 287(h).)

In other words, the purpose rather than the name or title of the grant determines whether it is eligible for the deduction of \$500 or, alternatively,

the actual research expenses. We must report, however, that the current assessing practice in respect of fellowships and research grants is inconsistent among the various District Tax Offices. Our attempts to resolve these inconsistencies by direct negotiation with Revenue Canada have now been going on for more than six years and with limited success.

Due to the current uncertainty regarding the classification and taxation of research grants we suggest the following procedure:

(a) A teacher in receipt of a fellowship of any kind should declare as income only the amount which exceeds \$500. If portions of the fellowship are actually received in two different taxation years the \$500 deduction will apply in each of both years and could result in an aggregate deduction of \$1,000.

(b) In addition, if it is the intention of the teacher to engage in research he should apply to his employer for a research grant in lieu of salary in an amount sufficient to cover, all anticipated research expenses. (See Interpretation Bulletin, IT75R, paragraph 18) The expense deduction may be carried forward or backward one year for tax purposes in cases where the year during which the expenses are paid fails to match the year in which the funds are received. Expenses incurred in the year prior to the receipt of the grant and before notification that the grant has been awarded will not be deductible from that grant. (See Interpretation Bulletin, IT-75R, paragraph 26).

The end result of this procedure will be a deduction of \$500 (or \$1,000) from the fellowship as well as the allowance of all eligible research expenses from the research grant.

Eligible Research Expenses

Revenue Canada's position regarding the eligibility of research expenses is stated as follows:

'Travelling expenses, including all amounts expended for meals and lodging, incurred by the taxpayer while away from home in the course of carrying on the work are allowable expenses. Where a taxpayer resides temporarily in a place other than his home while engaged in the research work, he is considered to be sojourning rather than travelling. Therefore, amounts paid for meals and lodging while the taxpayer is temporarily residing in a place are personal and living expenses rather than travelling expenses and are not allowable. Such a taxpayer is entitled to claim his own expenses of travelling.

(a) between his home and the place at which he temporarily resides while engaged in the research work,

(b) from one temporary location to another, and

(c) on field trips connected with his work.

A taxpayer may not claim the travelling expenses of his spouse and children.' (Interpretation Bulletin IT-75R, paragraph 25.)

The policy stated above has by no means been universally applied by

Revenue Canada. In the experience of our members, the allowance of research expenses is inconsistent from one District Tax Office to another as well as among assessors and appeals officers within the same District Office.

A taxpayer should deduct all travelling expenses to and from the scene of research including fares, meals and lodgings. Since it is unreasonable to expect a sabbaticant to leave his wife and family at home for extended periods of time their travelling expenses are also a cost of carrying on the research and should be included in the claim. Temporary hotel expenses while seeking a more permanent abode as well as all expenses incurred while on field trips or visits to centres of research remote from the researcher's home base are legitimate deductions. Any other expenses directly associated with the project should also be included, such as the cost of research assistance, typing, photocopying, preparation and publication of reports and any other expenses, other than personal or living expenses.

Net research grants should be reported on line 03 on page 2 of the Individual Federal Income Tax Return (1976). A statement summarizing the expenses deducted from the research grant to arrive at the reported net amount should be attached. Receipts are not required to be filed but may be demanded at any time. Consequently, the researcher should keep a diary of all his research expenses and be prepared to document them with whatever receipts are available.

The aggregate of bursaries, prizes, scholarships and fellowships, less the statutory deduction of \$500, should be reported on line 18 of page 2 of the Federal Individual Return (1976).

For an individual who lives in the Province of Quebec, net research grants are reported on line 28 on page 2 of the Provincial Individual Income Tax Return (TPI 1976) and the aggregate of bursaries, prizes, scholarships and fellowships, less the statutory deduction of \$500 should be reported on line 50.

Leave of Absence and Income Taxes

The income tax emphasis relating to a leave of absence may differ somewhat from that of a sabbatical leave. As has been pointed out above the most important aspect of resident versus non-resident status relates to the amount of anticipated income from sources outside Canada.

Most sabbaticants are financed from taxable Canadian sources and, consequently, have little to gain by claiming non-resident status. In contrast, a teacher on leave of absence in a foreign country is often supported by stipend or grants originating in either that or some other foreign country. If the teacher establishes non-resident status he will escape Canadian tax on all foreign source income and if the foreign taxing jurisdictions are equally disinterested such income will be completely tax-free.

Charles Hebdon is Professional Officer for CAUT and OCUFA specializing in income tax matters.

The above article is published in pamphlet form (in English and French) by CAUT and OCUFA as service to members. Members wishing to obtain a copy, may do so by writing to CAUT Central Office, 75 Albert Street, Suite 1001, Ottawa, Ontario or OCUFA, 40 Sussex Avenue, Toronto, Ontario.